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ABSTRACT

Returning inactive Nebraska nurses to employment was the purpose of the study conducted between June 1967 and November 1969. A statewide plan involved the identification and recruitment of unemployed registered nurses, setting up of refresher courses, and evaluation of the project. Three existing surveys of Nebraska's nurse needs were reviewed, hospitals and nursing homes were surveyed, and inactive nurses were contacted by questionnaire to gauge their interest in courses. Transportation difficulties, family conditions, and apprehension were among the concerns of the nurses. Twenty-eight courses in sixteen locations during 1967-68 resulted in the retraining of 312 nurses. Followup in August 1969 of 257 retrained nurses indicated that 124 were employed in nursing, 80% on a parttime basis. It was recommended that the University of Nebraska take future responsibility for refresher courses, that criteria be established to aid nurses assess their ability after long periods of inactivity, and that recruitment materials be developed. All data gathered are presented in tables. Form letters, news releases, announcements, course guidelines, and survey and questionnaire forms are included. (MS)

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REGISTERED NURSE REFRESHER PROJECT

OF THE NEBRASKA NURSES' ASSOCIATION

FINAL REPORT

CONTRACT NUMBER PH 108-67-216

JUNE 1, 1967, TO NOVEMBER 30, 1969

ED 080856

FINAL REPORT

ON
PROJECT NO. PH 108-67-216
CONDUCTED BY THE
NEBRASKA NURSES' ASSOCIATION
UNDER CONTRACT WITH THE
DIVISION OF NURSING
BUREAU OF HEALTH MANPOWER
UNITED STATES PUBLIC HEALTH SERVICE
DEPARTMENT OF HEALTH, EDUCATION AND WELFARE

JUNE 1, 1967 - NOVEMBER 30, 1969

PROJECT DIRECTOR------Miss Zelda L. Nelson
Executive Director
Nebraska Nurses' Association

NURSE COORDINATORS----Mrs. Lois Sullivan
DATE OF APPOINTMENT - June 1, 1967
thru June 3, 1968
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DATE OF APPOINTMENT - June 3, 1968
thru November 30, 1969

NOVEMBER, 1969
OMAHA, NEBRASKA

ACKNOWLEDGEMENTS

The Nurse Coordinator wishes to express her gratitude to all of those involved directly or indirectly in planning and conducting the Project in Nebraska through a successful course.

Many individuals, agencies and organizations contributed greatly to this endeavor, assisting in the identification of inactive nurses (particularly the State Board of Nursing), giving support both in spirit and financially in conducting refresher courses, and providing follow-up data on the inactive nurses.

A debt of gratitude is due the Nebraska Department of Labor Division of Employment and the State Department of Vocational Education for their interest and participation in the total Project.

The worthwhile contribution to this effort made by the course instructors is deeply appreciated, and thanks is extended to the administrative staff for their essential role in this undertaking.

Special thanks go as well to all persons who responded to the mailed questionnaire surveys.

The Nebraska Nurses' Association is grateful in having this opportunity to participate in this Project.

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INTRODUCTION

The need for additional workers in the health field continues to be felt keenly both by the consumer and the workers involved in any health service. Nursing is one area, since it involves direct patient service, in which shortages of personnel are noticed immediately.

The Surgeon General's Consultant Group on Nursing reported that there were 550,000 nurses in practice in 1962 and estimated that an additional 300,000 nurses would be needed by 1970. A startling fact was pointed out that an estimated 500,000 registered nurses were not working in their profession in 1962.[1]

Leaders in the nursing profession began to question: Would this pool of 500,000 inactive nurses return to active practice if courses were designed to aid their return?

Historically, refresher courses had been conducted mainly by a hospital or health agency when additional staff were needed. The Nebraska Nurses' Association had assisted in the formation of several courses throughout the state. Lack of funds and instructional staff sometimes hampered offering such courses.

In September, 1966, President Johnson reiterated the urgent need for additional health personnel and requested government agencies to develop

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[1]U.S., Report of Surgeon General's Consultant Group on Nursing. (Toward Quality in Nursing: Needs and Goals) U.S. Department of Health, Education, and Welfare, Public Health Service. February, 1963. p. 31.

training programs designed to prepare inactive workers for a return to the working force.

On March 15, 1967, the American Nurses' Association received a grant from the Department of Labor to develop guidelines for developing and conducting refresher courses. Funds became available in April, 1967, through the Division of Nursing, Bureau of Health Manpower, United States Public Health Service, Department of Health, Education and Welfare to negotiate contracts with states for a state nurse coordinator, secretary, and administrative costs. The primary objective of these contracts is to "assist in the return of as many inactive health professionals as possible."

A project proposal was submitted by the Nebraska Nurses' Association and a contract between the Division of Nursing Bureau of Health Manpower of the U.S. Public Health Service and the Nebraska Nurses' Association became effective on June 1, 1967. The primary concern of the project "will be returning of inactive health professionals to active employment."

After office operations were set up, the responsibility of the coordinator was the location of inactive nurses, obtaining funds for courses, and helping localities to set up refresher courses. Information was disseminated about the project, and an Advisory Committee provided assistance in planning the project activities. Membership of the committee consisted of all district presidents of the Nebraska Nurses' Association and representatives from the para-medical disciplines.

A statewide plan was outlined encompassing the specific objectives and methodology prescribed in the scope of work of the contract. Quarterly Progress Reports were written and submitted to the U.S. Public Health Service.

The Nebraska Department of Labor Division of Employment, and State Department of Vocational Education had received monies from the Manpower Development and Training Act fund to conduct a series of Refresher Courses for Registered Nurses. This greatly influenced the scope of Refresher Courses offered throughout the state.

The original project was written for a one-year period, ending June 30, 1968. However, this was extended for a period of four months to October 31, 1968. A second extension was later received to November 30, 1968, with a final extension project time ending November 30, 1969.

The Final Report provides a presentation of the activities undertaken. Chapter I includes the scope of the work; Chapter II is a documentation of the methodology used; Chapter III gives some background information about the state to orient the reader; Chapter IV shows the three previous surveys that were incorporated and influenced the direction of the work--the 1967 Survey of Vacancies in Nebraska's Hospitals and Nursing Homes, and the Inactive Professional Nurse Data; Chapter V is devoted to the refresher course activities, including the evaluations from the students and instructors; Chapter VI is a follow-up on the R.N.'s who returned to employment with an evaluation of the project as viewed by the employers of Refresher Course students; and Chapter VII includes conclusions and recommendations for approaching the problem areas.

CHAPTER I

SCOPE OF THE WORK

The Scope of the Work was: "The Contractor shall furnish all personnel, materials, facilities, and equipment necessary and implement a plan to assist in the return of inactive health professionals to active employment."

The overall objective of this project was "to increase the supply of health manpower by (1) initiating a plan to locate and promote recruitment of inactive health personnel (professional nurses, medical technologists, x-ray technologists, etc.); (2) promote new and/or expand existing training programs for inactive personnel; (3) to develop the details of health personnel needs, by category of personnel and geographical areas; (4) to assist in the return of as many health personnel as possible to active employment."

The methodology outlined was: "Upon activation of the contract, the contractor shall designate a nurse coordinator who shall, along with the contractor, carry out the project as follows:

1. Work with community, area, and state organizations, agencies and groups to assist with the identification contract and follow-up of inactive professional nurses and other health discipline personnel (i.e., medical technologists, x-ray technologists, occupational and physical therapists, etc.)

2. Develop the details of employment opportunities by category of personnel in a variety of health care facilities including hospitals, nursing homes, and home health agencies by geographical area.

3. Promote new and/or expand existing training programs to provide refresher training courses in light of available trainees and employment opportunities.

4. Provide consultation and assistance in the development of course content and teaching methods for retraining courses.

5. Assist in the securing of funds for retraining programs.

6. Assist in the scheduling of the training programs in selected, regionally-based facilities close to where trainees are available.

7. Assist in the placement of skilled personnel in facilities and agencies.

8. Evaluate the effectiveness of the program.

9. Determine and define the problems and obstacles currently faced in expanding the availability of health manpower and offer recommendations for their solution.

10. Provide progress and final reports to the Division of Nursing.

CHAPTER II

METHODOLOGY

Initially, meetings were held with the State Advisory Committee and representatives of the Allied Health Associations. The project to reactivate inactive health personnel was explained to all personnel contacted and all were most interested and willing to share their thoughts and suggestions for the implementation of the project.

The following groups were contacted:

Comprehensive Health Planning
Coordinator of Continuing Education, University of Nebraska Medical Center
District Presidents of the Nebraska Nurses' Association
Division of Public Health Nursing
Employment Service, Department of Labor
Medicare Division, State Health Department
Nebraska Association of Nurse Anesthetists
Nebraska Association of Recreational Therapists
Nebraska Association of Social Workers
Nebraska Chapter, American Physical Therapist Association
Nebraska Dietetic Association
Nebraska Hospital Association
Nebraska Medical Association
Nebraska Medical Records Librarian
Nebraska Nursing Homes Association
Nebraska Occupational Therapist Association
Nebraska Radiological Technicians
Nebraska Pharmaceutical Association
Nebraska Society of Medical Technologists
Nebraska South Dakota Regional Medical Program
Nebraska Speech and Hearing Association
Omaha Hospital Personnel Association
State Department of Labor
State Department of Nutrition
Trade and Industrial Education

The greatest need in Nebraska as expressed by the representatives from the various groups was that, even though other health professions need assistance, the first priority should be placed on the nursing situation and that the project should move systematically and simultaneously across the state.

Representatives from the allied health groups within the state seemed to know where their own inactives were located. In many of the paramedical disciplines we are speaking of relatively small numbers in any one field as compared to the nurse inactives. (For example, there are 87 Licensed Physical Therapists in Nebraska.)

The consensus of the group was that a starting point would be to make use of Cora Martin's study, Nebraska's Nurse Supply, Needs and Resources: 1966.

Secondly, a statewide survey should be made of hospitals and nursing homes showing their present nursing needs.

Thirdly, since it was essential to obtain names and addresses of inactives these could be obtained by studying the files of the State Board of Nursing.

These files revealed that there were 2,320 inactive registered nurses in Nebraska. Questionnaires were then sent to this inactive list.

Surveys were tabulated manually and interest in refresher courses was assessed. All subsequent questionnaires that were sent out during the project were also tabulated manually.

Additional inactive nurses were identified through promotional material supplied by ANA, contacts with Directors of Nursing, by active nurses, through newspapers, T. V., and radio publicity. Samples of some publicity material are included in the Appendix A, pages 51 through 62.

CHAPTER III

NEBRASKA

In order to acquaint the reader with Nebraska, a brief account of the state of Nebraska--population, economic income and its educational and health facilities--is presented.

Nebraska's population in 1950 according to the U.S. Bureau of Census was 1,325,510 and in 1960 the population of the state was 1,411,330. This was an increase of 85,820 or 6.5 percent. Of the 93 counties, 23 showed an increase since 1950 and all of the 11 cities of 10,000 or more population also showed an increase.[1] The estimated 1967 population of each county is found in the Appendix B, page 63.

The Bureau of Vital Statistics estimates Nebraska's 1967 population as 1,425,000.[2]

In 1960, 54.3 percent of the population was classified as urban as compared with 46.9 percent in 1950. Of the 537 incorporated cities and villages in Nebraska, only 43 are classified as urban, while 68 incorporated places of 1,000 to 2,500 and 426 incorporated places under 1,000 are classified as rural.

The urban and rural population is given in Table 1, on page 9.

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[1]Nebraska Legislative Council, Nebraska Blue Book, 1968, pp. 713-714.

[2]Statistical Report of the Bureau of Vital Statistics, State Department of Health, Lincoln, Nebraska, 1968, p. 1.

TABLE 1

POPULATION OF NEBRASKA
URBAN AND RURAL
1950 TO 1960

Class	1960	1950
Total	1,411,330	1,325,510
Urban	766,053	621,905
Urban-farm	----	1,273
Rural	645,277	703,605
Rural-nonfarm	336,518	312,170
Rural-farm	308,759	391,435
Percent Distribution	100.0%	100.0%
Urban	54.3%	46.9%
Rural	45.7%	53.1%
Rural-nonfarm	23.8%	23.6%
Rural-farm	21.9%	29.5%

Source: Nebraska Blue Book, 1968. Nebraska Legislative Council. p. 719.

Nebraska's population growth has been slow. As the national trend, so too, Nebraska's number of births and birth rates have fallen over the past five years.

From the years 1950 to 1960 there was a decrease in the age groups from 20 through 44 years. Table 2 shows this change, and Table 3 shows the increase in the age groups from age 65 and over.

TABLE 2

POPULATION BY AGES FOR NEBRASKA
AGES 20 TO 44
1960 AND 1950

	1960		1950	
Age	Total	Percent	Total	Percent
20 to 24 years	82,974	5.9	98,877	7.5
25 to 29 years	82,625	5.9	99,135	7.5
30 to 34 years	86,819	6.2	90,629	6.8
35 to 39 years	87,839	6.2	89,661	6.8
40 to 44 years	82,804	5.9	85,161	6.4

Source: Nebraska Blue Book, 1968. Nebraska Legislative Council. p. 714.

TABLE 3

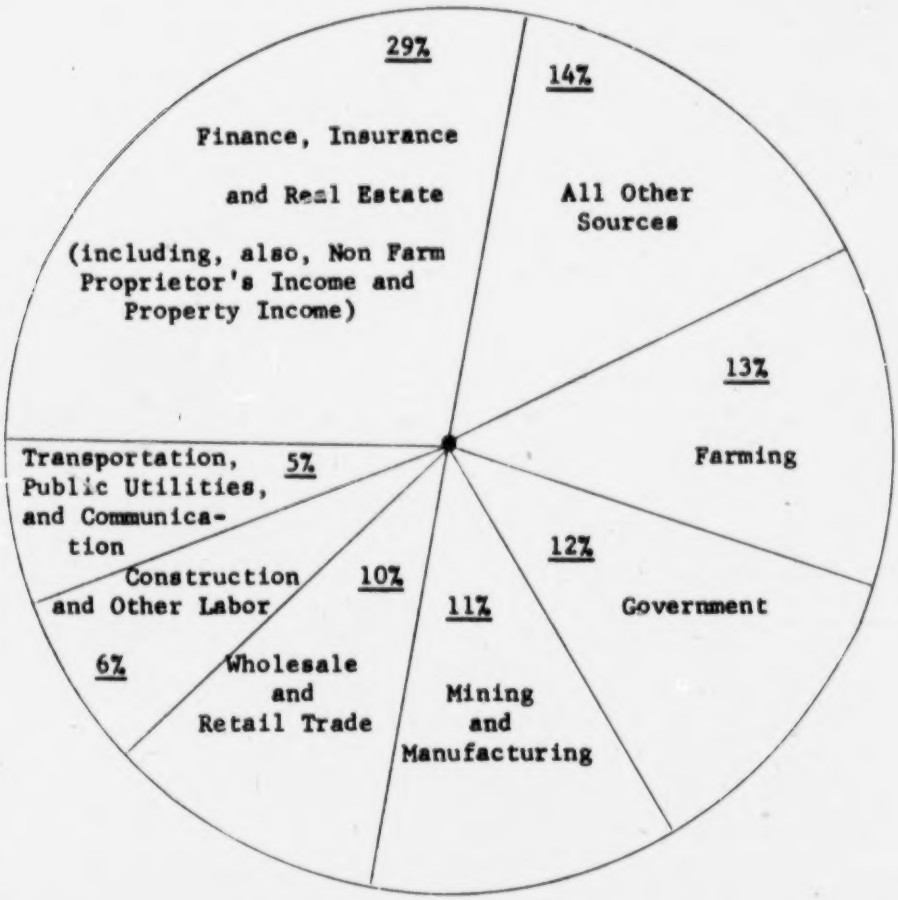
POPULATION BY AGES FOR NEBRASKA
AGES 65 AND OVER
1960 And 1950

	1960		1950	
Age	Total	Percent	Total	Percent
65 to 69 years	58,474	4.1	49,987	3.8
70 to 74 years	46,675	3.3	35,673	2.7
75 years & over	59,007	4.1	44,719	3.4

Source: Nebraska Blue Book, 1968. Nebraska Legislative Council. p. 714.

The major personal income sources in Nebraska for the Year 1967 are shown on the following graph:

FIGURE 1



Source: Survey of Current Business

Nebraska has one State University--the University of Nebraska at Lincoln--with a campus at Omaha. The Medical and Nursing College of the Universtiy are located at Omaha. There are four state colleges located at Chadron, Kearney, Peru, and Wayne. There are five junior colleges with the sixth one opening September, 1969.

The state has two private universities and nine private colleges. Four of these institutions are located in the two largest cities--Omaha and Lincoln.

Nebraska has eleven diploma programs and three baccalaureate programs in nursing. With the exception of one diploma program, all are currently accredited by the National League for Nursing. However, one diploma program will close with the graduation class of 1970; and, in the summer of 1969, another diploma program announced that they would close their school in 1970.

At present, Nebraska has no associate degree program; but two programs have been announced to begin with the fall term of 1970.

The University of Nebraska has a Masters' Degree Program in Psychiatric Nursing; and in the fall of 1969, a Masters' Degree Program in Medical-Surgical Nursing was begun.

Nebraska has 117 licensed general hospitals and 280 nursing and convalescent facilities. These facilities are fairly well placed throughout the state in relation to the state's population.

CHAPTER IV

SURVEYS

Previous Surveys

In order to prevent unnecessary duplication of effort and to fully utilize existing data, three existing surveys were reviewed:

1. "Survey of Inactive Registered Nurses in Nebraska"--March, 1964, sponsored by the Nebraska Nurses' Association, Nebraska State League for Nursing, Nebraska Hospital Association, Nebraska State Medical Association, and the Nebraska Nursing Home Association.

2. "Joint Survey of Nursing Service Personnel Needs in Nebraska Hospitals and Nursing Homes"--May, 1964, sponsored by the Nebraska Hospital Association and the Nebraska Nursing Home Association.

3. Nebraska's Nurse Supply Needs and Resources: 1966. Cora Martin.

The May, 1964, survey conducted showed 234 budgeted vacancies for registered nurses and 81 budgeted vacancies for practical nurses.

Table 4 shows the budgeted and unfilled positions reported as of December, 1965.

Table 5 shows the nursing personnel employed and vacancies as reported of December, 1966.

TABLE 4

BUDGETED AND UNFILLED POSITIONS REPORTED* FOR VARIOUS LEVELS OF NURSING PERSONNEL BY SIZE OF HOSPITAL, DECEMBER 1965

	Total (N=133)	0-20 (N=23)	21-30 (N=31)	31-50 (N=28)	51-75 (N=10)	76-100 (N=8)	101-150 (N=11)	151+ (N=22)
R. N.'s	168	-	9	1	4	-	2	152
L. P. N.'s	61	-	-	3	-	-	-	58
Nurses Aides	60	-	-	3	-	-	-	57

*Two hospitals indicated needs but made no estimate of how many were needed; 30 hospitals did not report.

Source: Cora Ann Martin, Ph.D., Nebraska's Nurse Supply, Needs and Resources: 1966. Section of Hospitals and Medical Facilities, Nebraska Department of Health, March, 1967, Table 20, p. 36.

TABLE 5

TYPE OF INSTITUTION BY NURSING PERSONNEL EMPLOYED AND VACANCIES, NEBRASKA, DECEMBER, 1966

Type of Institution	R.N.'s			L.P.N.'s			Nurses Aides		
	Full Time	Part Time	Needed[b]	Full Time	Part Time	Needed[b]	Full Time	Part Time	Needed[b]
Total (N=129)[a]	1,899	1,328	378	633	142	160	3,988	1,451	273
General (N=89)	1,088	898	189	325	80	70	1,394	803	87
Chronic (N=6)	58	42	2	9	6	3	187	68	2
Mental (N=5)	135	20	106	15	-	8	1,079	57	99
Tuberculosis (N=1)	4	-	3	-	-	-	36	2	1
Mentally Retarded (N=1)	10	2	-	1	-	-	387	-	-
General & Mental (N=3)	294	129	63	124	29	67	324	139	70
General & Chronic (N=24)	310	237	15	159	27	12	581	382	14

[a]Figures for 1966 do not include federal hospitals and also reflect changes in status and existence of hospitals in Nebraska during 1966.

[b]Seventy-six hospitals did not respond to this item; 17 reported needs but made no estimate.

Source: Cora Ann Martin, Ph.D., Nebraska's Nurse Supply, Needs and Resources: 1966. Section of Hospitals and Medical Facilities, Nebraska Department of Health, March, 1967, Table C-3, p. 56.

Table 6 shows the unemployed registered nurses by age and marital status in Nebraska as of 1966.

TABLE 6

REGISTERED NURSES NOT EMPLOYED, BY AGE AND MARITAL STATUS, 1966

Age	Total	Married	Single	Other
Total Unemployed	2,436	2,111	137	188
20 - 29	442	419	22	1
30 - 39	787	771	7	9
40 - 49	484	469	4	11
50 - 59	301	253	21	27
60 - 65	126	86	16	24
66+	201	61	63	77
Unknown	95	52	4	39

Source: Cora Ann Martin, Ph.D., Nebraska's Nurse Supply, Needs and Resources: 1966. Section of Hospitals and Medical Facilities, Nebraska Department of Health, March, 1967, Table 18, p. 31.

Table 7 shows the number and percent of employed registered nurses by field of employment in Nebraska compared to the national figures.

TABLE 7

NUMBER AND PERCENT OF ACTIVE REGISTERED NURSES IN NEBRASKA AND THE UNITED STATES BY FIELD OF EMPLOYMENT - 1966

Field of Employment	Nebraska[1]		United States[2]	
	Number	Percent	Number	Percent
Total	4,957	100.0	593,694	100.0
Hospital or other institution	3,699	74.6	387,847	65.3
School of Nursing	241	4.9	20,818	3.5
Public Health	85	1.8	26,001	4.4
Private Duty	268	5.4	57,193	9.7
School Nurse	135	2.7	20,348	3.4
Industrial	65	1.3	18,155	3.1
Office Nurse	452	9.1	47,628	8.0
Other specified fields	12	.2	1,885	.3
Not reported	-	-	13,819	2.3

[1]Martin, op.cit., p. 10.

[2]American Nurses' Association, Facts About Nursing. (1968 ed.) p. 21.

Table 8 gives the number of employed and unemployed registered nurses in 1957 and 1966.

TABLE 8

DISTRIBUTION OF PROFESSIONAL NURSES IN NEBRASKA BY SEX AND EMPLOYMENT STATUS, 1957 AND 1966

Registered Nurses	1957	1966			
	Total[1]	Total	Percent	Male	Female
Total	5,726	7,400	99.9	49	7,351
Employed	3,662	4,957	67.0	46	4,911
Unemployed	2,064	2,436	32.9	3	2,433
Employed in another field[2]	-	7	-[3]	-	7

[1]Does not include nurses registered in another state but working in Nebraska. Computed from Table 1, Directory of Registered Nurses with Active License for 1957, Nebraska State Board of Nurse Examiners.

[2]These are dropped from all further analyses.

[3]Less than 1.0%

Source: Cora Ann Martin, Ph.D., Nebraska's Nurse Supply, Needs and Resources: 1966. Section of Hospitals and Medical Facilities, Nebraska Department of Health, March, 1967, Table 1, p. 5.

A further breakdown of the registered nurses by field of employment, age and educational background as of 1966 is given in Table 9 on the following page.

TABLE 9

REGISTERED NURSES BY FIELD OF EMPLOYMENT, AGE AND EDUCATIONAL PREPARATION, 1966

	Total	20-29			30-39			40-49			50-59			60-65			66+			Unknown		
		Dip.[1]	BS[2]	MS[3]	Dip.	BS	MS	Dip.	BS	MS	Dip.	BS	MS	Dip.	BS	MS	Dip.	BS	MS	Dip.	BS	MS
Total	7,393	1,691	268	5	1,553	291	27	1,278	188	28	907	82	23	360	30	10	339	18	9	248	28	10
Unemployed	2,436	382	60	-	644	136	7	426	57	1	278	22	1	120	6	-	183	12	6	88	7	-
Hospital, Other Institution	3,699	1,135	126	3	717	93	11	632	75	13	445	32	9	162	7	7	91	3	1	124	12	1
School of Nursing	241	27	54	2	16	35	7	13	25	10	9	5	12	2	2	2	2	2	1	1	6	8
Private Duty	268	16	6	-	38	5	-	48	5	-	56	1	-	32	1	-	49	1	1	9	-	-
Public Health	85	5	9	-	6	4	1	18	5	3	9	8	1	3	4	-	3	-	-	5	1	-
School Nurse	135	8	3	-	16	8	-	30	13	-	22	14	-	9	5	1	3	-	-	1	1	1
Industrial	65	6	2	-	9	1	-	15	1	1	18	-	-	6	2	-	1	-	-	3	-	-
Office	452	111	8	-	101	8	1	94	7	-	70	-	-	24	3	-	7	-	-	17	1	-
Other	12	1	-	-	6	1	-	2	-	-	-	-	-	2	-	-	-	-	-	-	-	-

[1]Combined diploma and associate arts degree.

[2]Baccalaureate degree.

[3]Master's degree and three doctorates.

Source: Cora Ann Martin, Ph.D., Nebraska's Nurse Supply, Needs and Resources: 1966. Section of Hospitals and Medical Facilities, Nebraska Department of Health, March, 1967, Table 6, p. 15.

Current Staff Vacancies and Anticipated Vacancies

The Nebraska Hospital Association graciously permitted the re-use of their 1964 questionnaire to determine the needs of Nebraska Hospitals and Nursing Homes for nursing personnel. This survey was sent out in August, 1967. The cover letter and questionnaire may be found in Appendix C, pages 64 through 68. The total of 288 questionnaires were mailed to 135 hospitals and 153 nursing homes (skilled care and extended care only). Ninety-seven hospital questionnaires were returned, representing 72%. Eighty-three nursing home questionnaires were returned representing 54%. A total of 16,264 beds were represented in the above institutions who participated in the survey.

In the survey, administrators of both hospitals and nursing homes were asked to give the present budgeted nursing service position vacancies and to indicate their plans for additional beds during the next five-year period (1967-1972). Table 10 gives the budgeted nursing service position vacancies.

TABLE 10

NURSING SERVICE POSITION VACANCIES IN NEBRASKA AS OF AUGUST 3, 1967

	Hospitals	Nursing Homes
Total	607½	65
Director and Assistant Director of Nursing	16	10
Supervisors and Assistant Supervisors	29½	3
Head Nurses and Assistant Head Nurses	40½	7
Staff Nurses (general duty)	302½	11
Licensed Practical Nurses	219	34

Based on the figures presented by the administrators, the following projections, shown on Table 11, page 19, were made for 1972.

TABLE 11

EXISTING AND PROJECTED NEEDS FOR NURSES IN NEBRASKA, BASED ON THE 1967 SURVEY OF NURSING SERVICE PERSONNEL NEEDS IN NEBRASKA HOSPITALS AND NURSING HOMES

Types of Nurses	Vacancies In Hospitals and Nursing Homes 1967	Projected Vacancies Hospitals and Nursing Homes 1972
Total	672	1,450
Registered Nurses	419	895
Licensed Practical Nurses	253	555

The Inactive Professional Nurse

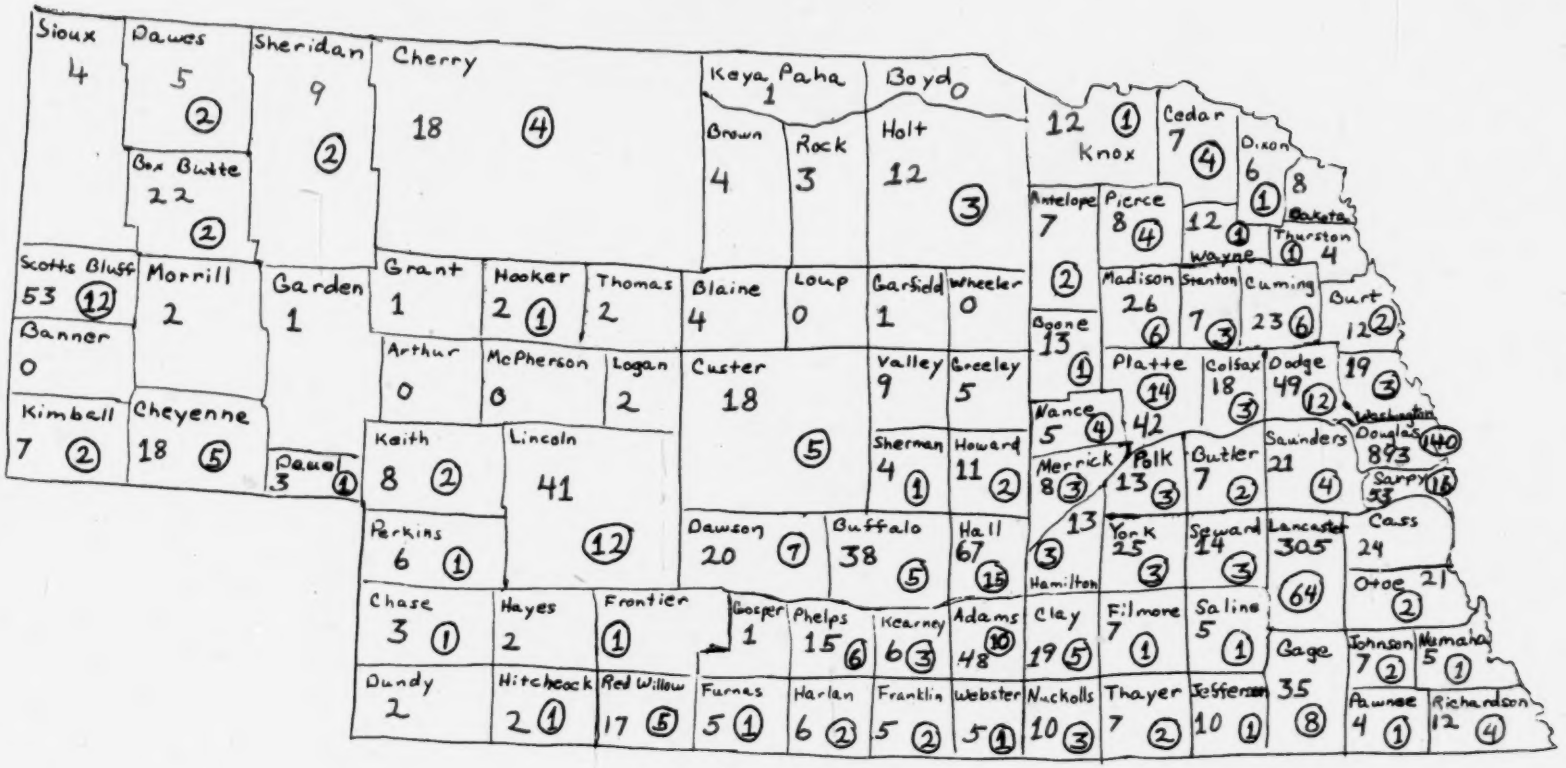
The main source of identifying inactive registered nurses was the Nebraska State Board of Nursing. Most of the information was obtained from the 1966 records of licensures by renewal, examination, and endorsement. A total of 7,393 registered nurses were actively licensed and residing within the state. Of this total figure, 2,320 were unemployed.

A survey of the inactive nurses was then undertaken to see how many nurses would be interested in refresher courses. A sample questionnaire may be found on pages 69 and 70 of Appendix D. Nine-hundred and fifty-four responded to the questionnaire, and of this we have available data on 709. Four-hundred and fifty-seven were interested in taking a refresher course now or in the immediate future. Four-hundred and forty-one were not interested in taking a course, and 62 had returned to work. Figure 2, on page 20, shows the number of inactive nurses by county and the number of those interested in a refresher course.

Tables 12 through 24, on pages 21 through 29, provide basic detailed information on the 709 inactive registered nurses who responded to the inquires.

FIGURE 2

NUMBER OF INACTIVE NURSES BY COUNTY AND THE NUMBER OF THOSE INTERESTED IN A REFRESHER COURSE



1 Number of known inactive nurses by county. (Total -- 2,320 in 1967)

(1) Number interested in refresher course now or at a later date. (Total -- 457 in 1967 survey)

TABLE 12

NUMBER AND PERCENT OF INACTIVE REGISTERED NURSES CONTACTED IN NEBRASKA ACCORDING TO AGE AND INTENTION TO RETURN TO ACTIVE NURSING PRACTICE

Age (years)	Total Nurses		Intention					
			To Return		Not to Return		Undecided or No Response	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	709	100%	319	45%	312	44%	78	11%
Under 20	0	0	0	0	0	0	0	0
20-29	246	35%	148	60%	82	33%	16	7%
30-39	188	26%	103	55%	57	30%	28	15%
40-49	168	24%	50	29%	95	57%	23	14%
50-59	64	9%	15	23%	39	61%	10	16%
60 or over	43	6%	3	7%	39	91%	1	2%
No response	0	0	0	0	0	0	0	0

TABLE 13

NUMBER AND PERCENT OF INACTIVE REGISTERED NURSES CONTACTED IN NEBRASKA ACCORDING TO MARITAL STATUS AND INTENTION TO RETURN TO ACTIVE NURSING PRACTICE

Marital Status	Total Nurses		Intention					
			To Return		Not to Return		Undecided or No Response	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	709	100%	319	45%	312	44%	78	11%
Single	14	2%	4	29%	7	50%	3	21%
Married	660	93%	306	46%	284	43%	70	11%
Divorced, widowed or separated	23	3%	8	35%	13	56%	2	9%
No response	12	2%	1	8%	8	67%	3	25%

TABLE 14

NUMBER AND PERCENT OF INACTIVE REGISTERED NURSES CONTACTED IN NEBRASKA ACCORDING TO NUMBER OF CHILDREN AND INTENTION TO RETURN TO ACTIVE NURSING PRACTICE

Number of Children	Total Nurses		Intention					
			To Return		Not to Return		Undecided or No Response	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	709	100%	319	45%	312	44%	78	11%
None	35	5%	12	34%	15	43%	8	23%
One	31	4%	15	48%	9	29%	7	23%
Two	137	20%	72	53%	51	37%	14	10%
Three	143	20%	85	59%	40	28%	18	13%
Four	84	12%	50	60%	21	25%	13	15%
Five or more	72	10%	45	62%	18	25%	9	13%
No response	207	29%	40	19%	158	77%	9	4%

TABLE 15

NUMBER AND PERCENT OF INACTIVE REGISTERED NURSES CONTACTED IN NEBRASKA ACCORDING TO YEAR OF GRADUATION FROM BASIC NURSING EDUCATION PROGRAM AND INTENTION TO RETURN TO ACTIVE NURSING PRACTICE

Year of Graduation	Total Nurses		Intention					
			To Return		Not to Return		Undecided or No response	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	709	100%	319	45%	312	44%	78	11%
Prior to 1920	2	1%	1	50%	1	50%	0	0
1920-1929	36	5%	6	17%	26	72%	4	11%
1930-1939	67	9%	13	19%	38	57%	16	24%
1940-1949	139	20%	57	40%	54	40%	28	20%
1950-1959	198	28%	135	68%	39	15%	24	17%
1960 or later	52	7%	45	87%	6	12%	1	1%
No response	215	30%	62	29%	148	69%	5	2%

TABLE 16

NUMBER AND PERCENT OF INACTIVE REGISTERED NURSES CONTACTED IN NEBRASKA ACCORDING TO TYPE OF BASIC NURSING EDUCATION PROGRAM AND INTENTION TO RETURN TO ACTIVE NURSING PRACTICE

Type of Basic Nursing Education Program	Total Nurses		Intention					
			To Return		Not to Return		Undecided or no Response	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	709	100%	319	45%	312	44%	78	11%
Associate degree	9	3%	9	100%	0	0	0	0
Diploma	367	51%	196	54%	122	33%	49	13%
Baccalaureate	104	14%	49	47%	33	32%	22	21%
No response	229	32%	65	28%	157	69%	7	3%

TABLE 17

NUMBER AND PERCENT OF INACTIVE REGISTERED NURSES CONTACTED IN NEBRASKA ACCORDING TO HIGHEST ACADEMIC DEGREE HELD AND INTENTION TO RETURN TO ACTIVE NURSING PRACTICE

Academic Degree	Total Nurses		Intention					
			To Return		Not to Return		Undecided or no Response	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	709	100%	319	45%	312	44%	78	11%
Associate	5	1%	5	100%	0	0	0	0
Bachelor's	107	15%	51	48%	34	32%	22	20%
Master's	0	0	0	0	0	0	0	0
Doctorate	0	0	0	0	0	0	0	0
Degree not specified	223	31%	56	25%	160	72%	7	3%
No academic degree	374	53%	207	55%	118	32%	49	13%

TABLE 18

NUMBER AND PERCENT OF INACTIVE REGISTERED NURSES CONTACTED IN NEBRASKA ACCORDING TO LAST REPORTED FIELD OF PRACTICE AND INTENTION TO RETURN TO ACTIVE NURSING PRACTICE

Field of Practice	Total Nurses		Intention					
			To Return		Not to Return		Undecided or No Response	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	709	100%	319	45%	312	44%	78	11%
Hospitals & related institutions	337	48%	192	57%	107	32%	38	11%
Nursing Homes	45	6%	26	58%	11	24%	8	18%
Public Health	5	1%	1	20%	4	80%	0	0
School Nurse	9	1%	5	56%	2	22%	2	22%
Nursing education	27	4%	10	37%	8	30%	9	33%
Occupational Health	6	1%	3	50%	2	33%	1	17%
Private Duty	29	4%	10	34%	15	52%	4	14%
Office Nurse and Others	22	3%	12	55%	4	18%	6	27%
No Response	229	32%	60	27%	159	69%	10	4%

TABLE 19

NUMBER AND PERCENT OF INACTIVE REGISTERED NURSES CONTACTED IN NEBRASKA ACCORDING TO PRIMARY REASON FOR BEING INACTIVE AND INTENTION TO RETURN TO ACTIVE NURSING PRACTICE

Primary Reason for Being Inactive	Total Nurses		Intention					
			To Return		Not to Return		Undecided or No Response	
	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent
Total	709	100%	319	45%	312	44%	78	11%
I believe a mother should be in the home while her children are young.	168	24%	74	44%	93	55%	1	1%
I cannot make suitable arrangements for the care of my child or children.	8	1%	2	25%	6	75%	0	0
My husband prefers that I do not work.	1	.1%	1	100%	0	0	0	0
The salary I would get would not make it worthwhile.	1	.1%	0	0	1	100%	0	0
Other	7	1%	1	14%	6	86%	0	0
I am reluctant to return because I have not engaged in nursing practice for a while.	4	.5%	2	50%	2	50%	0	0
Employers cannot utilize the working hours I could be available.	0	0	0	0	0	0	0	0
I prefer to be a homemaker.	70	10%	27	39%	41	59%	2	2%
I am not able to engage in active nursing practice because of my health.	29	4%	2	6%	27	94%	0	0
Employment opportunities in my field of practice are not available.	0	0	0	0	0	0	0	0
No reason	0	0	0	0	0	0	0	0
The lack of domestic help for household tasks prevents me from being active in nursing.	2	.2%	0	0	2	100%	0	0
I am enrolled as a full-time student obtaining further preparation in nursing.	0	0	0	0	0	0	0	0
I have transportation difficulties.	1	.1%	1	100%	0	0	0	0
I prefer to give my available time as a volunteer worker in community activities.	0	0	0	0	0	0	0	0
I am not at present interested in nursing as an occupation.	0	0	0	0	0	0	0	0
No response	418	59%	209	50%	134	32%	75	18%

TABLE 20

NUMBER AND PERCENT OF INACTIVE REGISTERED NURSES CONTACTED IN NEBRASKA ACCORDING TO NUMBER OF YEARS WORKED FULL-TIME AND INTENTION TO RETURN TO ACTIVE NURSING PRACTICE

Number of Years Worked Full-time	Total Nurses		Intention					
			To Return		Not to Return		Undecided or No Response	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	709	100%	319	45%	312	44%	78	11%
Never	0	0	0	0	0	0	0	0
One but less than three	0	0	0	0	0	0	0	0
Three but less than five	1	.5%	1	100%	0	0	0	0
Five but less than ten	0	0	0	0	0	0	0	0
Ten or more	1	.5%	1	100%	0	0	0	0
No response	707	99%	317	45%	312	44%	78	11%

TABLE 21

NUMBER AND PERCENT OF INACTIVE REGISTERED NURSES CONTACTED IN NEBRASKA ACCORDING TO NUMBER OF YEARS INACTIVE AND INTENTION TO RETURN TO ACTIVE NURSING PRACTICE

Number of Years Inactive	Total Nurses		Intention					
			To Return		Not to Return		Undecided or no Response	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	709	100%	319	45%	312	44%	78	11%
Less than one	42	6%	36	86%	2	5%	4	9%
One but less than three	88	12%	43	49%	30	34%	15	17%
Three but less than five	156	22%	95	61%	51	33%	10	6%
Five but less than ten	197	28%	86	44%	96	49%	15	7%
Ten or more	214	30%	53	25%	128	60%	33	15%
No Response	12	2%	6	50%	5	42%	1	8%

TABLE 22

NUMBER AND PERCENT OF INACTIVE REGISTERED NURSES CONTACTED IN NEBRASKA WHO PLAN TO RETURN TO WORK ACCORDING TO WHEN THEY EXPECT TO RETURN AND THEIR INTENTION TO RETURN ON A FULL- OR PART-TIME BASIS

When Expect to Return (years)	Total Nurses		Intended Basis of Employment					
			Full-time		Part-time		Undecided or No Response	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	319	100%	66	21%	54	17%	199	62%
Less than one	18	6%	5	28%	8	44%	5	28%
One but less than two	8	2%	0	0	1	13%	7	87%
Two but less than three	11	3%	0	0	1	9%	10	91%
Three but less than five	5	2%	1	20%	0	0	4	80%
Five or more	3	1%	2	67%	0	0	1	33%
Undecided	59	19%	35	59%	11	19%	13	22%
No response	215	67%	23	11%	33	15%	159	74%

TABLE 23

NUMBER OF INACTIVE REGISTERED NURSES CONTACTED IN NEBRASKA WHO PLAN TO RETURN TO WORK ACCORDING TO FIELD OF PRACTICE MOST LIKELY TO RETURN TO AND LAST REPORTED FIELD OF PRACTICE

Field Most Likely To Return To	Last Reported Field of Practice									
	Total Nurses	Hospitals & Related Institutions	Nursing Homes	Public Health	School Nurse	Nursing Education	Occupational Health	Private Duty	Office Nurse	No Response
Total	319	62	12	2	4	3	0	7	6	223
Hospitals and related institutions	79	23	3	0	1	1	0	2	2	47
Nursing homes	12	6	3	0	0	0	0	0	0	3
Public health	4	2	1	0	0	0	0	0	0	1
School nurse	3	0	0	0	3	0	0	0	0	0
Nursing education	0	0	0	0	0	0	0	0	0	0
Occupational health	4	3	1	0	0	0	0	0	0	0
Private duty	4	0	0	0	0	0	0	1	0	3
Office nurse and others	17	10	0	0	0	0	0	0	4	3
No response	196	18	4	2	0	2	0	4	0	166

TABLE 24

NUMBER AND PERCENT OF INACTIVE REGISTERED NURSES CONTACTED IN NEBRASKA WHO PLAN TO RETURN TO WORK ACCORDING TO YEARS INACTIVE AND THEIR DESIRE FOR A REFRESHER COURSE

Number of years Inactive	Total Nurses		Desire a Refresher Course					
			Yes		No		No Response	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	319	100%	251	79%	56	17%	12	4%
Less than one	33	10%	23	70%	9	27%	1	3%
One but less than three	41	13%	33	80%	6	15%	2	5%
Three but less than five	92	29%	74	80%	14	15%	4	5%
Five but less than ten	84	26%	71	85%	11	13%	2	2%
Ten or more	64	20%	47	74%	15	23%	2	3%
No response	5	2%	3	60%	1	20%	1	20%

CHAPTER V

REFRESHER COURSES

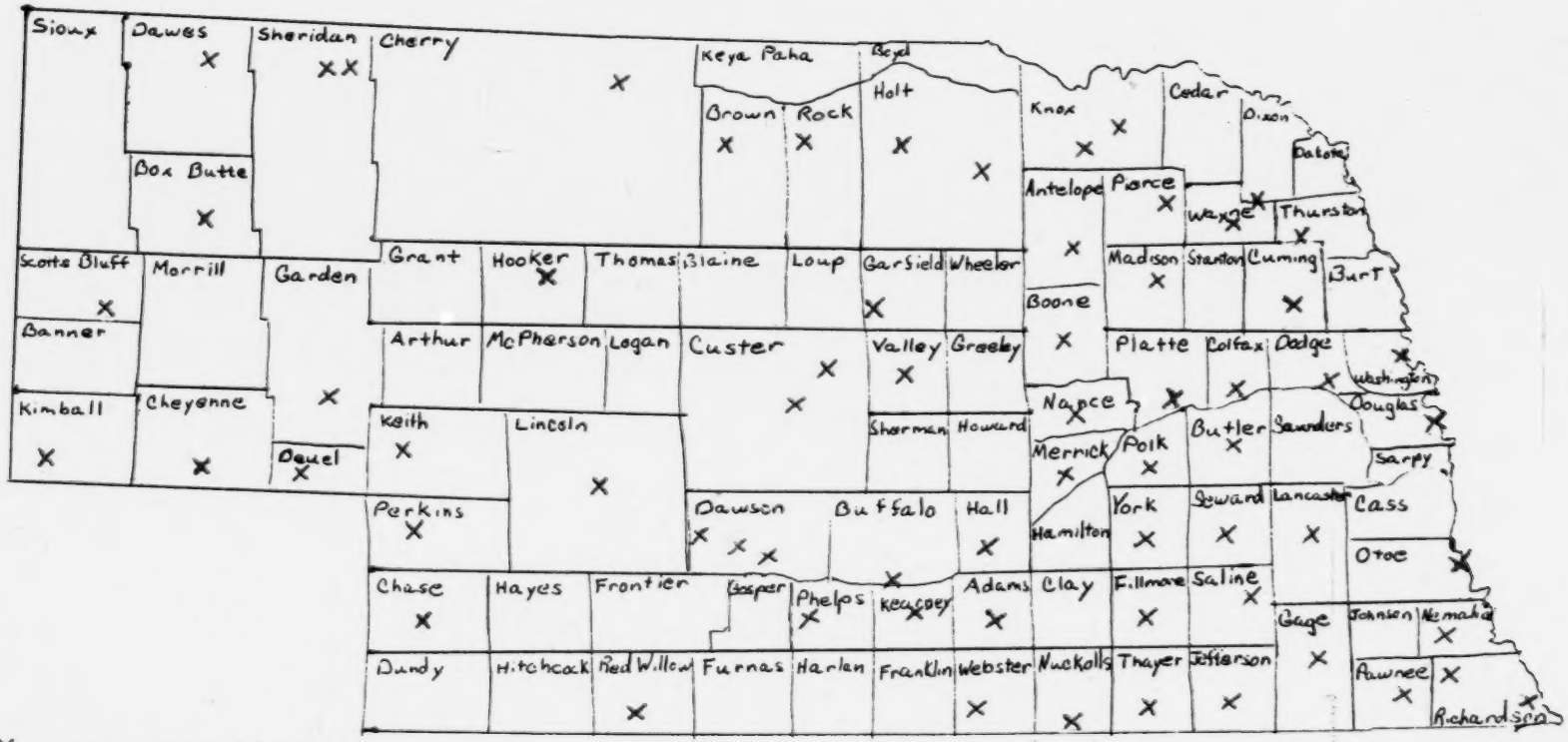
Design for Refresher Courses

The results of conducting the inactive registered nurse survey throughout the state indicated a need for the immediate development of refresher courses. By contacting the various health facilities, the Department of Labor, and the Department of Vocational Education, the project coordinator was able to begin the development of these courses. The preliminary planning necessary to conduct the refresher courses was an effort which involved many people. During the project grant, field visits were made throughout the state as shown on Figure 3, page 31.

The project coordinator developed guidelines for content of refresher courses and made these available to all course instructors. (See Appendix E, pages 71 through 89.) Other instructional material was assembled and utilized, such as A Guide For the Establishment of Refresher Courses for Registered Nurses, published by American Nurses' Association; Guidelines for Cardiovascular Disease Content in Refresher Courses for Registered Nurses, the American Heart Association; Guidelines for Cancer Content in Refresher Courses for Registered Nurses, American Cancer Society; and Refresher Programs, U.S. Department of Health, Education and Welfare. Particular audio-visual aids that instructors found helpful to the enrollees were shared with other instructors throughout the state. Throughout the project period, course content moved from a disease or task oriented approach to a "people oriented" approach.

FIGURE 3

SITES OF FIELD VISITS



X Sites of Staff Visits

After the initial location and identification of inactive nurses that indicated an interest in taking a refresher course, the project coordinator worked closely with the district presidents of the Nebraska Nurses' Association and the directors of nursing services in the various health facilities. Once the interest and need was established in any given locality, an informal tea (sample notice, Appendix F, page 91) was held. This provided an opportunity to acquaint inactive nurses with the refresher program and to formalize a course in a particular area. An announcement letter and an application blank for enrollees are on pages 92 through 95 of Appendix G.

A primary concern throughout the project was for the one or two nurses in a given rural area who desired to return to nursing and needed a refresher course. Frequently the supply of nurses in these areas is not great enough to adequately staff the local health facilities, and the availability of one or two registered nurses would alter this situation. Too often these nurses were unable to travel to sites where refresher courses were held due to home and family conditions or time and distance. This problem was never entirely resolved.

It was found that most nurses need time to plan for their return to nursing. Some have transportation problems and many have children for whom suitable arrangements must be made. Spring and fall seem to be the best times of the year for refresher courses. It is difficult to offer courses during the summer months because of planned vacations and family responsibilities. Day hours--when children are at school--seem to be the most successful.

Fear and apprehension experienced by most nurses returning to active practice, particularly in the area of medications, was frequently observed. The instructor-student relationship and the attitude of staff and agency

personnel where refresher courses were conducted helped alleviate some of this apprehension.

Total Refresher Courses Conducted

A total of 28 refresher courses were conducted in Nebraska during the period covered by the Project, June, 1967, through November 30, 1969. Figure 4, on page 34, shows the geographical locations where one or more refresher courses were held throughout the grant period. Tables 25 and 26, page 35, reveal the total number of R.N.'s contacted and the resulting refresher courses conducted.

Course Evaluations By Instructors

Both instructors and students were asked to evaluate the refresher courses. Initial recommendations during the first courses were incorporated into subsequent courses. A final questionnaire (see Appendix H, pages 96 through 98) was sent to all instructors of refresher courses. These reactions and recommendations were:

1. Proper orientation of nursing service personnel in the cooperating health facilities as to the purpose of the refresher program and the objectives of the clinical sessions.

2. Attempt to group the students for clinical experience according to the length of time they have been inactive, past experience, and possible future interest.

3. One specific area--that of "pharmacology"--needed attention and many students should be given adequate support in this area. A "one-to-one system" was utilized successfully in many instances.

FIGURE 4

GEOGRAPHICAL LOCATIONS
OF REFRESHER COURSES

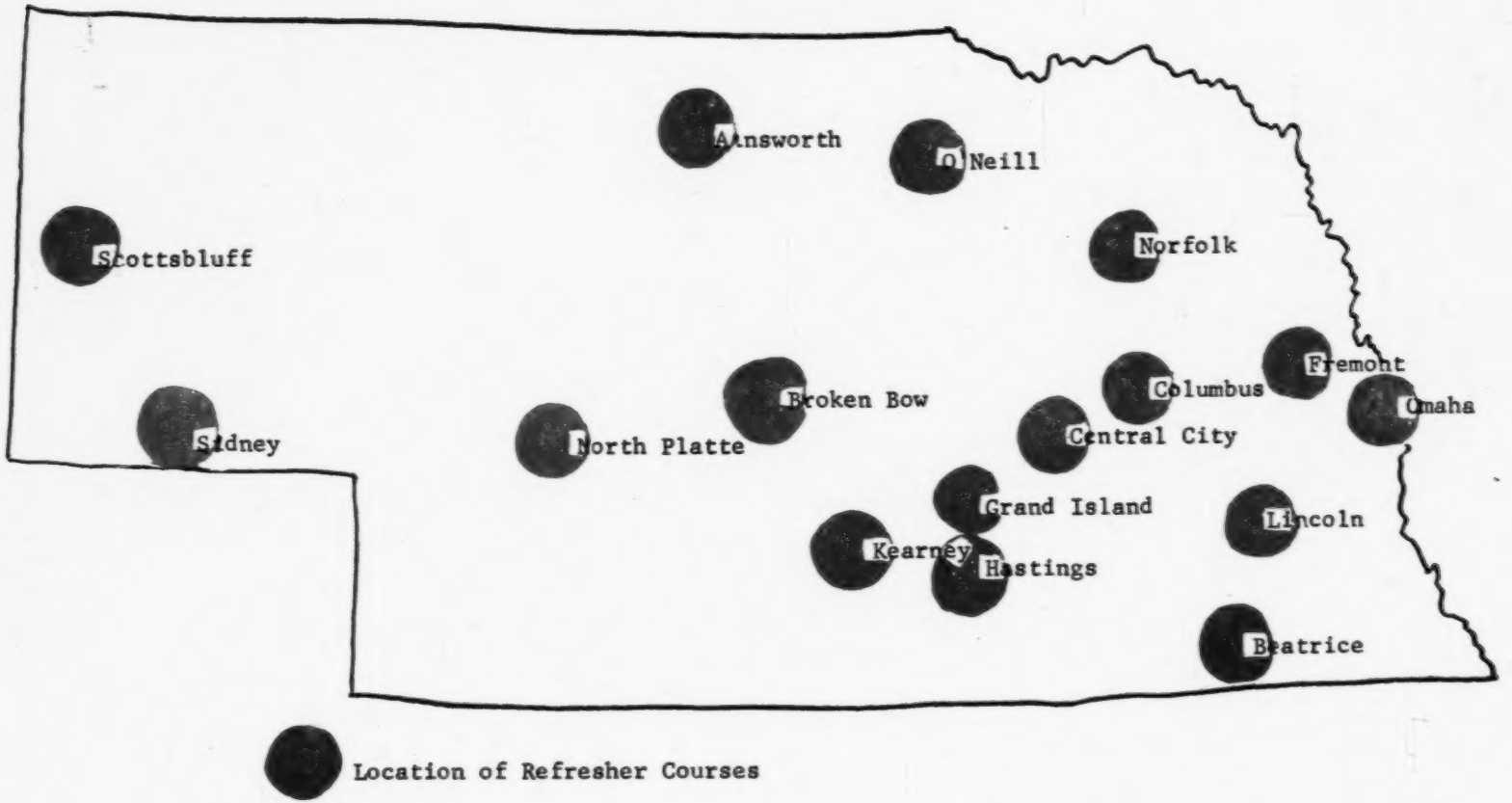


TABLE 25

NUMBER OF REFRESHER COURSES PROVIDED FROM JULY, 1967, TO NOVEMBER, 1969, NUMBER OF STUDENTS ENROLLED, AND NUMBER OF STUDENTS COMPLETING COURSE BY SOURCE OF FINANCIAL SUPPORT

Source of Financial Support	Number of Courses	Number of Students Enrolled	Number of Students Completing Course
Total	28	320	312
MDTA	16	170	166
Other Government Funds	0	0	0
Privately Sponsored No Tuition	0	0	0
Privately Sponsored Tuition Charged	12	150	146

TABLE 26

NUMBER OF REFRESHER COURSES PROVIDED FROM JULY, 1967, TO NOVEMBER, 1969, NUMBER OF STUDENTS ENROLLED, AND NUMBER OF STUDENTS COMPLETING COURSE BY TYPE OF INSTITUTION PROVIDING COURSE

Type of Institution Providing Course	Number of Courses	Number of Students Enrolled	Number of Students Completing Course
Total	28	320	312
Hospital	28	320	312
Vocational School	0	0	0
Junior College	0	0	0
University	0	0	0
Other (specify)	0	0	0

Course Evaluations by Enrollees

Evaluations of the courses by the inactive nurses who completed the courses (Appendix I, pages 99 and 100) showed that they found the courses adequate and informative. The majority of comments appeared that most students were quite satisfied with the content of the courses.

Some random comments are given below.

"For the amount of material covered in the length of time, I found the course to be most enlightening and satisfying, and I feel it would be very hard to improve it in any way."

*****

"Good course! Helped me to gain courage to attempt nursing again. I'd recommend the course to anyone--and have."

****

"Possibly a little longer course with a little more time on medications. Our course was a very good one with a very good instructor."

****

"This refresher course was well planned and very worth while. The instructor was very good in all respects. Possibly a little more classroom time could have been spent on medications."

****

"I felt the course was very good."

****

"Should be longer. One just began to feel like they were learning the practical side when the course was over--more time in actual patient care.

****

"Include a suggested reading list--texts currently used for students in areas of A and P, medicine and surgery. Paperbacks such as,"Team Nursing," are useful and we would not normally be aware of these publications."

CHAPTER VI

FOLLOW-UP

Registered Nurses Returning to Active Employment

Follow-up of Registered Nurses who had completed refresher courses during the Project was completed at three-month intervals where possible. Then in the summer of 1969 a follow-up of the employment status of all nurses who completed refresher courses in the years 1967 and 1968 was completed. The questionnaire was sent to a total of 257 nurses; of this number, 197 responded. A sample questionnaire may be found in the Appendix I, page 99.

Resulting information in terms of employment status is revealed on pages 38 and 39 in Table 27 (1967 courses), and Table 28 (1968 courses). This reflects the employment status of nurses who have completed a course.

The combined data for these two years is shown in Table 29 on page 39.

TABLE 27

NUMBER OF INACTIVE REGISTERED NURSES WHO COMPLETED A REFRESHER COURSE FROM JULY 1, 1967, TO DECEMBER 30, 1967, ACCORDING TO THEIR EMPLOYMENT STATUS, AS OF AUGUST 1, 1969

Employment Status	Number of Nurses	How Soon They Returned to Work	How Long Employed
Total	36		
Employed in Nursing		10 months	1½ year
Full time	2	3 weeks	18 months
Part time	13	10 months	11 months
		1 month	20 months
		1½ months	18 months
		immediately	21 months
		1 month	20 months
		1½ month	18 months
		4 months	13 months
		2 weeks	19 months
		3 months	
		9 months	10 months
		1 month	19 months
		2 months	18 months
		immediately	1 yr., 8 mo.
Have been employed in nursing	0		
Status Unknown	12		
Not employed	9		

TABLE 28

NUMBER OF INACTIVE REGISTERED NURSES WHO COMPLETED A REFRESHER COURSE BETWEEN JANUARY 1, 1968, AND DECEMBER 30, 1968, ACCORDING TO THEIR EMPLOYMENT STATUS AS OF AUGUST 1, 1969.

Employment Status	Number of Nurses
Total	221
Employed in Nursing (Total)	109
Full time	23
Part time	86
Have been employed in nursing	11
Not employed in nursing	48
Status Unknown	53

TABLE 29

NUMBER AND PERCENT OF INACTIVE REGISTERED NURSES CONTACTED IN NEBRASKA WHO COMPLETED A REFRESHER COURSE IN 1967-1968, ACCORDING TO EMPLOYMENT STATUS, AS OF AUGUST 1, 1969

Employment Status	Number of Nurses		Percent of Nurses
Total	257		100%
Employed in nursing	124		48%
Full time	25	(Of those employed)	20%
Part time	99		80%
Have been employed in nursing	11		4%
Not employed in nursing	57		22%
Employed but in field other than nursing	5		2%
Status unknown	60		24%

Further breakdown of the registered nurses returning to active practice status is revealed in Table 30 (below), and in Tables 31 and 32 on the following page.

TABLE 30

NUMBER AND PERCENT OF INACTIVE REGISTERED NURSES CONTACTED IN NEBRASKA WHO RETURNED TO WORK ACCORDING TO FIELD OF EMPLOYMENT AND EMPLOYMENT STATUS, AFTER COMPLETING COURSE IN 1967-1968, AS OF AUGUST 1, 1969

Field of Employment	Total Nurses		Employment Status			
			Full-time		Part-time	
	Number	Percent	Number	Percent	Number	Percent
Total	124	100%	25	20%	99	80%
Hospitals and related institutions	94	75%	14	15%	80	85%
Nursing homes	14	11%	5	36%	9	64%
Public health	2	2%	2	100%	0	0
School nurse	2	2%	1	50%	1	50%
Nursing education	2	2%	1	50%	1	50%
Occupational health	0	0	0	0	0	0
Private duty	1	1%	0	0	1	100%
Office nurse and others	9	7%	2	22%	7	78%

TABLE 31

FIRST EMPLOYMENT AND SUBSEQUENT CHANGES IN EMPLOYMENT OF INACTIVE NURSES IN NEBRASKA WHO TOOK A REFRESHER COURSE IN 1967-1968, AS OF AUGUST 1, 1969

First Employment	Length of First Employment	Second Employment (Present)	Reasons for Leaving First Employment
Full time	2½ months	Full time--Dr's office	Disagreed with Management
Hospital--Full time	2 months	Full time--1 year, 2 mo.	Opportunity for teaching
Industrial--Part time	2 months	Full time--Hospital	More convenient location
Hospital--Part time	3 months	Part time--Dr's office	Moved
Nursing Home--Part time	9 months	Part time-Hospital	Prefer Med-Surg. in teaching hospital
Hospital--Part time	6 months	Part time--Hospital	Husband Transfered
Hospital--Part time	1 year	Part time--Office	Wanted day-time work
Hospital--Part time	3 months	Part time--School Nurse	Originally took first position as summer work
Hospital--Full time	13 months	Full time--Public Health	Better hours, no weekends
Nursing Home--Part time	1 month	Part time--Nursing Home	Hours not suitable for home situation

TABLE 32

NUMBER OF INACTIVE NURSES WHO HAVE BEEN EMPLOYED IN NURSING SINCE COMPLETING A REFRESHER COURSE, BUT PRESENTLY NOT EMPLOYED (AS OF AUGUST 1, 1969)

Health (Fracture)	1
Would like to specialize	1
Children home from school	2
Moving to another state	2
Distance and home responsibilities, plus low pay	1
Pregnancy	1
Home responsibilities, but will return in the fall	1
Home responsibilities	1
Unknown	1

A three-month follow-up on the employment status of nurses who have completed refresher courses in 1969 (prior to August 1, 1969) is given in Tables 33 and 34.

TABLE 33

NUMBER OF INACTIVE REGISTERED NURSES WHO COMPLETED A REFRESHER COURSE BETWEEN JANUARY 1, 1969, AND AUGUST 1, 1969 THREE-MONTH FOLLOW UP

Employment Status	Number of Nurses
Total	42
Employed in Nursing	16
Full-time	2
Part-time	14
Not Employed in Nursing	15
Status Unknown	11

TABLE 34

NUMBER AND PERCENT OF INACTIVE REGISTERED NURSES CONTACTED IN NEBRASKA WHO RETURNED TO WORK ACCORDING TO FIELD OF EMPLOYMENT AND EMPLOYMENT STATUS, AFTER COMPLETING COURSE IN 1969

Field of Employment	Total Nurses		Employment Status			
			Full-time		Part-time	
	Number	Percent	Number	Percent	Number	Percent
Total	16	100%	2	13%	14	87%
Hospitals and related institutions	11	69%	2	18%	9	82%
Nursing homes	3	19%	0	0	3	100%
Public health	0	0	0	0	0	0
School nurse	1	6%	0	0	1	100%
Nursing education	0	0	0	0	0	0
Occupational health	0	0	0	0	0	0
Private duty	0	0	0	0	0	0
Office nurse and others	1	6%	0	0	1	100%

A composite of the number of inactive registered nurses who completed a refresher course during the three years according to their employment status, as of August 1, 1969, is presented in Table 35 shown below.

TABLE 35

NUMBER OF INACTIVE REGISTERED NURSES WHO COMPLETED A REFRESHER COURSE FROM THE YEARS 1967, 1968 AND TO AUGUST 1, 1969, ACCORDING TO THEIR EMPLOYMENT STATUS, AS OF AUGUST 1, 1969

Year	No. of Nurses Completing Course	Surveys Sent	Responses	Known Employed Nurses as of August 1, 1969	Status Unknown
Total	299*	297	223	140	76
1967	36	36	24	15	12
1968	221	219	168	109	53
1969	42	42	31	16	11

*An additional course was completed on October 31, 1969, with 13 enrollees. This brings the total of R.N.'s completing a Refresher Course in Nebraska during the Project Period to 312.

Evaluation From Employers

The responses received from employers of refresher students were very positive. A sampling of the responses received are as follows:

"Has contributed much to our hospital."

****

"Has adjusted well; functions well in an emergency situation."

****

"Excellent nurse, very good interpersonal relations and has a good understanding of the principles of care."

****

"Works only two evenings per week, but does an excellent job. Very alert to new patient needs."

****

"Interested--shows desire to learn. Had difficulty in adjusting to routine and responsibilities, but has made marked improvement in last six weeks."

****

"Has really come back to nursing."

****

"Demonstrates the ability to function effectively in a surgical situation. Alert to the needs of the patient and can provide the bulk of care the patient requires. Has assumed beginning leadership responsibilities. As a team leader, she possesses the know-how and know-about to give positive direction to members of the team. We feel fortunate to have her as a member of our staff."

****

"Lacks self-confidence to a certain degree. Clinical skills and interpersonal relationships above average. An excellent nurse and a great asset to our hospital staff. Has improved greatly since starting back to work."

****

"An excellent bedside nurse and has done some team leading; although, she was a little reluctant to do so. Organizes work well, has a good working relationship with all levels of personnel. Has adapted well to the increased tempo of hospital nursing."

****

"Functions well as a team member; and has, when required to do so, acted as a team leader. Organizes work well, is good about questioning new procedure. Works well in stressful situations. An excellent nurse!"

The R.N. Remaining Inactive

In the August, 1969, survey of registered nurses completing courses in Nebraska, 228 responded to the questionnaire. Of these, 140 returned to nursing. As previously mentioned, 11 had been employed in nursing after completing a refresher course. (Their reasons for inactivity may be found by referring to Table 32, page 41.) The basic reason given for inactivity in nursing pertained to family and home commitments. A few mentioned lack of job opportunity due to distance and transportation, and inflexibility of working hours.

However, among those who have not returned to work as of August, 1969, many also stated that they plan to return to work soon. (e.g., on September 8, 1969; within two or three weeks; fall of 1969; spring of 1970.)

R.N.'s Returning to Work Without A Refresher Course

A comparison of the 1966 and 1969 R.N. license cards at the Nebraska State Board of Nursing revealed that in 1967 there were 2,320 inactive nurses in the state; the number (2,320) remained the same in 1969. Other Project data collected by August 1, 1969, showed that 281 originally known inactive nurses in 1967 have returned to work during this period without taking a refresher course. This brings up the question of just how frequent is the change in the activity status of R.N.'s? Table 36 reveals the field of employment of the nurses who returned to active status without a refresher course.

TABLE 36

NUMBER AND PERCENT OF INACTIVE REGISTERED NURSES CONTACTED IN NEBRASKA WHO RETURNED TO ACTIVE EMPLOYMENT WITHOUT A REFRESHER COURSE, BETWEEN 1967 AND 1969, ACCORDING TO FIELD OF EMPLOYMENT AND EMPLOYMENT STATUS

Field of Employment	Total Nurses		Employment Status			
			Full-time		Part-time	
	Number	Percent	Number	Percent	Number	Percent
Total	281	100%	67	24%	214	76%
Hospitals and related institutions	184	65%	35	19%	149	81%
Nursing homes	35	12%	8	23%	27	77%
Public Health	3	1%	2	67%	1	33%
School nurse	16	6%	7	44%	9	56%
Nursing education	6	2%	4	67%	2	33%
Occupational health	4	2%	2	50%	2	50%
Private Duty	11	4%	0	0	11	100%
Office nurse and others	21	7%	9	43%	12	57%
Unknown	1	1%	0	0	1	100%

The 281 nurses returning to active status were asked why a refresher course was not desirable to take in their situation. The illustrative responses are given on the following pages.

"Five school children, part-time work and farm chores."

****

"Too much time away from family."

****

"Illness in home."

****

"I had not been away from nursing that long."

****

"Did not anticipate returning to work as soon as I did. Would still like to take a refresher course."

****

"I returned to O.B. where I was employed just a few months before."

****

"I would have liked to attend one in my area, but I was taking some college courses at the time."

****

"The nearest town is 64 miles away."

****

"Not available prior to my returning."

****

"Had always worked in part-time capacity."

****

"Home conditions."

****

"It was inconvenient because of the age of my children."

****

"It was desirable, but just couldn't take it."

****

"I hadn't been inactive that long."

****

"I wasn't planning on working."

****

"I had been working until June, 1966, then began again in March, 1968."

****

"I was only retired for one year."

****

"I was only unemployed six months."

****

"I have never been away from nursing for more than a few months at a time."

****

"Unable to obtain babysitter at that time."

****

"Not needed in this situation." (Industrial)

****

"Not available."

****

"Lack of convenient location."

****

"Distance and expense."

****

"Did volunteer work the ten months I wasn't employed."

****

"Family circumstances prohibited it then. However, I would be interested now."

****

It seems that the majority of nurses that returned to work without a refresher course did not see themselves as being away from nursing for a long enough length of time to need a refresher course.

CHAPTER VII

CONCLUSIONS AND RECOMMENDATIONS

Obviously from this report it can be seen that the work undertaken during the Project period in Nebraska was limited to the reactivation of Registered Nurses.

Two overall themes that were revealed during the course of the Project activities are; a) a higher degree of objectivity in the state is needed to assist in the changes in professional nursing--not only visual accuity, but also innovation, and b) a more "ecological" concept is necessarily forthcoming in nursing.

The recommendations are as follows:

1. Since the Nebraska Nurses' Association was instrumental in laying much of the groundwork for the refresher courses throughout the state, it seems appropriate that this agency should continue to arrange for refresher courses in the immediate future.

2. It is recommended that at a future date the Department of Continuing Education in Nursing at the University of Nebraska should assume this service. Because of rapid strides in technical, behavioral and medical sciences, this setting would provide the proper direction and climate for continued growth for practitioners in nursing.

3. Continuing education for practitioners in nursing should be vigorously promoted and should become available to nurses in all parts of the state.

4. Efforts should be made to strive for improving adequate orientation programs for health workers in all health institutions.

5. The effective use of nurse power should receive attention and study throughout the state. It appears that utilization studies of all categories of nursing service personnel in many institutions are in order.

6. The impact of part-time personnel on the employing agency should be investigated. Such items that should be studied are the maximum use of the part-time employees, more flexibility in the working hours, differentiation between the permanent part-time worker and the casual part-time worker, and the possibility of the current part-time worker developing into a full time worker.

7. Establish a criteria for nurses to meet in assessing their ability to give safe nursing care when renewing their licensure after long periods of inactivity.

8. Development of recruitment materials aimed at improving the portrayal of the role of the modern nurse is essential.

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APPENDIX A

INITIAL COMMUNICATIONS AND OF REFRESHER COURSES

Nebraska Nurses' Association

307 Baird Building • Omaha, Nebraska • 68102

July 19, 1967

To All Directors of Nursing Service
of Nebraska Hospitals:

On June 1, 1967, the Nebraska Nurses' Association received a grant of $31,000 from the United States Public Health Service, Division of Nursing. The funds will be used by the Association to help support a state-wide project to return inactive nurses to practice through refresher courses.

In order to implement the project, my services as nurse coordinator have been added to the staff of the Nebraska Nurses' Association. I will have the responsibility to locate inactive nurses and find funds, facilities and instructors for refresher courses. Since studies show that we have 2,400 licensed inactive nurses in Nebraska, it is hoped that a statewide promotional campaign will encourage them to come back to work.

A State Advisory Committee has been appointed with representatives from hospital, nursing, medical and nursing home associations, as well as other allied health personnel. They will approve courses of action for area advisory committees as we begin to stimulate interest and establish programs.

If you are interested in and have the facilities for conducting a refresher course or assisting in this project in any way, I would appreciate hearing from you.

The Nebraska Nurses' Association hopes that this service will reach into every community and help alleviate the nursing shortage in this state.

Sincerely,

Lois B. Sullivan

(Mrs.) Lois B. Sullivan
Nurse Coordinator
Refresher Course Project

LBS/oa

Nebraska Nurses' Association
307 Baird Building • Omaha, Nebraska • 68102

March 13, 1968

TO: HOSPITAL ADMINISTRATORS AND DIRECTORS OF NURSING SERVICE

All the licensed inactive nurses in North Central and Northeast Nebraska have been invited to attend a program and tea in Norfolk on Monday, March 25, 1968. This event is being sponsored by the District VI Nebraska Nurses' Association and the Norfolk hospitals for the purpose of determining interest in a refresher course in this part of the state.

We especially wish to invite you as hospital and nursing administration representatives so you may have an opportunity to learn of area interest and the type of program being offered. Perhaps you could bring interested nurses with you.

We are sending extra invitations which you could distribute to unlicensed, inactive or new nurses in your community. Also, you will be receiving posters which we hope you will display in community facilities most frequented by women, such as banks, shopping centers, post offices, grocery stores, etc.

As news itmes will be sent to local newspapers, we suggest you call the editor and urge his support of this publicity. This might help you locate some inactive nurses in your community.

We hope to see you at the meeting.

Sincerely,

Lois B. Sullivan

(Mrs.) Lois B. Sullivan
Nurse Coordinator
Nebraska Refresher Course Project

SAMPLE NEWS RELEASE

DISTRICT PRESIDENTS MEET TO DISCUSS NURSE REFRESHER COURSE PROJECT

All district presidents have been invited to be members of an Advisory Committee to help plan refresher courses across the state of Nebraska. The Nebraska Nurses' Association has received a grant of $31,000 to provide funds for the salary of a nurse coordinator, a secretary and administrative costs. The primary objective of the grant is to return as many inactive nurses and other health professionals as possible to active employment. Starting June 1, 1967, the contract terminates on May 31, 1968.

Mrs. Lorraine Hedman, NNA President has appointed Mrs. Lois Sullivan, coordinator and Miss Olga Andreas, secretary, as the persons who will implement the project.

The services of the nurse coordinator will be available to District Nurses' Associations should they wish to sponsor one or more refresher courses within their boundaries. Part of her responsibility involves identification, location and contacting of inactive nurses in each District. She will also assist in securing funds, developing courses and finding instructors for refresher programs.

Part of a suggested overall plan of action for districts will be the establishment of a District Advisory Committee consisting of representatives from nursing, hospital administration, medicine and other involved allied health manpower shortage. A recent survey indicates that Nebraska has 2,320 licensed inactive nurses.

Individual agencies, groups or organizations interested in starting or participating in a refresher course for nurses should contact their District President.

##########

For use in District Newsletters and for News Media publicity if needed.

Help!

RELIEVE NEBRASKA NURSING SHORTAGE

There is a nation-wide campaign to promote recruitment of inactive nurses and a national goal has been set to return 10,000 R. N.'s to work this year. This is one means of alleviating the acute nursing shortage in much less time than it takes to prepare a graduate nurse.

Help!

PROMOTE RECRUITMENT OF UNLICENSED INACTIVE NURSES

(We know where the Licensed Nurses are.)

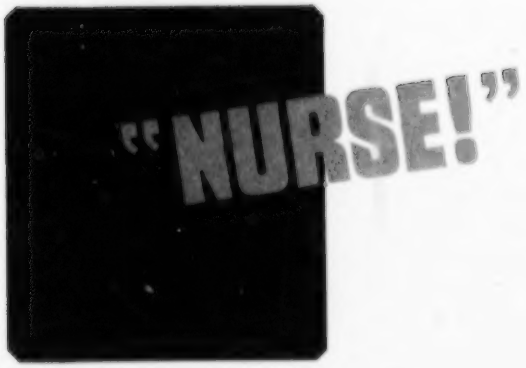
Help!

BY SENDING US NAMES OF UNLICENSED INACTIVE NURSES

The Nebraska Nurses' Association has received funds from the U. S. Public Health Service which has enabled them to employ a Nurse Coordinator for one year. She will work with District Nurses' Associations and other allied health personnel in the area to help locate inactive nurses and find funds, instructors and facilities for refresher courses across the state.

Please send names, addresses and Year of Birth, of unlicensed nurses to:
Mrs. Lois B. Sullivan, Nurse Coordinator, Nebraska Nurses' Association
307 Baird Building, 1704 Douglas Street, Omaha, Nebraska 68102.

56



NATIONWIDE REFRESHER COURSES

a call to serve
for inactive nurses

December 18, 1967

Dear R. N.:

January 15, 1968, is the date set for a refresher course for nurses in Omaha, Nebraska. A registration blank is enclosed, and if possible will you please register by January 1, 1968? Since we have limited the class to 20, we will need to know your intention by that date.

We would like to interview the applicants for the course shortly after the first of the year. Although your registration blank should be returned by January 1, 1968, you could bring the fee at the time of the interview if it is more convenient. Please indicate this on the registration blank when you return it.

The purpose of the interview is to get acquainted, find out your particular needs and if the described course is suitable for you. As soon as we receive your registration blank, we will call to make an appointment with you for the interview.

We hope to hear from you soon.

Sincerely,

Lois B. Sullivan

(Mrs.) Lois B. Sullivan
NNA Project Nurse Coordinator

LBS/oa

enclosure

coordinated by Nebraska Nurses Association
307 BAIRD BUILDING • 1704 DOUGLAS STREET • OMAHA, NEBRASKA 68102 • (402) 341-4195

** ANNOUNCING **

REFRESHER COURSE FOR R.N.'S

WHEN: January 15, 1968, through February 9, 1968
Classroom work: 9:00 - 12:00 Monday, Tuesday and Friday
Clinical Experience: 9:00 - 3:30 Wednesday and Thursday

WHERE: To be given: Classroom Work - Lutheran Hospital Medical Center
Clinical Experience - Nebraska Methodist Hospital
Douglas County Hospital

COURSE CONTENT: Will include

1. Current nursing practice and techniques.
2. Approach to the patient---understanding patient.
3. Aspects of Nursing Care Plan---Team Nursing
4. Drugs and medications.
5. Trends today in caring for the patient with cardiac, urological, orthopedic, geriatric, and surgical disorders.
6. Trends in home care and principles of rehabilitation.
7. Legal aspects of Nursing Care.

INSTRUCTOR: Mrs. Donald Beller, R. N., B. S.

SPONSORED BY:
1. District II Nurses' Association
2. Omaha Hospitals
3. Department of Vocational and Adult Education, Omaha Public Schools.

FEES: $25.00 for 4-week course.
$ 8.00 for textbook - Sutton: Bedside Nursing Techniques in Medicine and Surgery

Application may be made by completing the form below and mailing it with fee to: Mrs. Lois B. Sullivan, Nebraska Nurses' Association, 307 Baird Building, 1704 Douglas Street, Omaha, Nebraska 68102

Checks should be made payable to Charles W. Beattie.

Name _____ Telephone No. _____

Address _____

Current Nebraska License Number _____

Nebraska Nurses' Association

307 Baird Building • Omaha, Nebraska • 68102

January 25, 1968

WOW-TV Television Station
3501 Farnam Street
Omaha, Nebraska 68131

Attention: Program Director

Gentlemen:

The Nebraska Nurses' Association was given a Federal Grant to implement a Project for the purpose of returning inactive health professionals to active duty.

The Association has employed me as the Nurse Coordinator to carry out the purpose of the Project across the state. Refresher Courses for inactive nurses have been started. One such course is now in progress in Omaha and another is planned for next month.

We are enclosing three 15-25-30-Second Spot announcements and would appreciate it very much if you would use them in your programming. Any assistance you can give us in publicizing the courses will be most helpful.

Thank you.

Sincerely,

Lois B. Sullivan

(Mrs.) Lois B. Sullivan
Nurse Coordinator, NNA Project

ENC. 1

FROM: Nebraska Nurses' Association
307 Baird Bldg., 1704 Douglas Street
Omaha, Nebraska 68102
Tele. No. 341-4195

TO: Program Director
WOW-TV Television Station
KETV-TV Television Station
KMTV-TV Television Station

15-Second Spot Announcement

Are you an inactive nurse? Enroll in the May, Omaha Nurse Refresher Program, conducted day and evening. Contact Lois Sullivan, Nebraska Nurses' Association, 341-4195, for details.

# # # # # # # # # # # # # # # # #

25-Second Spot Announcement

Omaha Hospitals are calling for inactive registered nurses to return to work. Intensive hospital refresher courses renew skills, knowledge, and confidence. Inactive nurses, contact Lois Sullivan, Nebraska Nurses' Association, 341-4195, about the May, day and evening, Nurse Refresher Program. Plan now to go back to your profession.

# # # # # # # # # # # # # # # # #

30-Second Spot Announcement

Inactive registered nurses. . .your local hospitals urge you to return to hospital nursing now! The time you spent in professional training can serve you and others. An intensive hospital refresher training program will renew the skills, knowledge, and self-confidence so necessary to nursing. If you enjoy nursing, your feeling for it never changes. Your skills are needed now! Contact Lois Sullivan, Nebraska Nurses' Association, 341-4195, for details about Omaha's part-time, day and evening, Nurse Refresher Courses.

FROM: Nebraska Nurses' Association
Lois B. Sullivan, Nurse Coordinator
Refresher Course Project
307 Baird Building
Omaha, Nebraska 68102
Tele. No. 341-4195

TO: Air Pulse
Attention: Jean Calhoun

FOR: Immediate Release

February 2, 1968

A second refresher course for inactive registered nurses who desire to return to their profession will be conducted at two local hospitals from February 19 to March 15, 1968. This four-week course is jointly sponsored by the Department of Adult and Vocational Education, Omaha Public Schools and District II of the Nebraska Nurses' Association.

During the refresher programs which will be conducted from 9:00 a.m. to 3:30 p.m. two days per week and from 9:00 a.m. to 12:00 noon three days per week, the R. N. students will attend lectures at Creighton Memorial St. Joseph's Hospital and will be assigned to nursing units to participate in patient care at the Immanuel and St. Joseph's Hospitals. All classroom and nursing care experience will be under the supervision of qualified instructors.

The course is designed to up-date nurses in such areas as trends in health care and nursing, provide review of previously acquired skills such as medication administration, oxygen therapy and intravenous therapy. New knowledge and skill is also included especially in the care of medical-surgical patients, leadership of the nursing team and new equipment.

Twenty-five nurses will graduate from a similar course on February 9, 1968. Approximately two-thirds of the nurses graduating stated they plan to return to active duty shortly either on a full or part time basis.

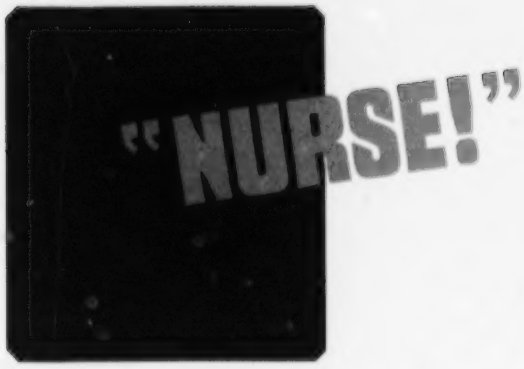
Currently there are 944 licensed inactive nurses in Douglas and Sarpy Counties. A recent survey revealed that of this number 143 would be interested in a course to up-date their nursing knowledge and skills. At the same time Omaha hospitals and nursing homes report 155 registered nurse budgeted vacancies. Expansion plans in the near future will double this number if the present need is not met.

cont'd

NEWS RELEASE (Cont'd)

Inquiries concerning enrollment may be answered by calling the Nebraska Nurses' Association at 341-4195 between 8:00 a.m. and 5:00 p.m. Monday through Friday.

# # # # # #



NATIONWIDE REFRESHER COURSES

a call to serve
for inactive nurses

coordinated by Nebraska Nurses Association

307 BAIRD BUILDING • 1704 DOUGLAS STREET • OMAHA, NEBRASKA 68102 • (402) 341-4195

APPENDIX B

ESTIMATED POPULATION OF NEBRASKA COUNTIES

1967

County	Estimated Population (1967)	County	Estimated Population (1967)	County	Estimated Population (1967)
Adams	29,400	Frontier	3,600	Nance	5,300
Antelope	9,000	Furnas	7,300	Nemaha	8,300
Arthur	700	Gage	25,600	Nuckolls	7,700
Banner	1,300	Garden	3,200	Otoe	16,600
Blaine	1,000	Garfield	2,600	Pawnee	4,700
Boone	3,200	Gosper	2,200	Perkins	3,700
Box Butte	11,000	Grant	900	Phelps	9,600
Boyd	4,100	Greeley	4,200	Pierce	8,600
Brown	4,400	Hall	38,300	Platte	25,800
Buffalo	27,400	Hamilton	8,600	Polk	6,800
Burt	9,200	Harlan	4,200	Red Willow	13,100
Butler	9,400	Hayes	1,800	Richardson	12,300
Cass	17,200	Hitchcock	4,300	Rock	2,300
Cedar	13,100	Holt	13,300	Saline	12,800
Chase	4,000	Hooker	1,200	Sarpy	49,300
Cherry	8,100	Howard	6,300	Saunders	17,500
Cheyenne	13,600	Jefferson	10,700	Scottsbluff	34,300
Clay	8,500	Johnson	6,000	Seward	14,000
Colfax	9,100	Kearney	6,600	Sheridan	8,100
Cuming	12,000	Keith	8,100	Sherman	4,800
Custer	15,000	Keya Paha	1,400	Sioux	2,500
Dakota	11,900	Kimball	8,100	Stanton	5,100
Dawes	9,000	Knox	12,900	Thayer	8,300
Dawson	20,000	Lancaster	174,300	Thomas	900
Deuel	2,800	Lincoln	28,900	Thurston	6,800
Dixon	8,000	Logan	1,100	Valley	6,100
Dodge	35,800	Loup	1,100	Washington	12,600
Douglas	387,600	McPherson	700	Wayne	9,500
Dundy	2,900	Madison	26,300	Webster	5,700
Fillmore	9,200	Merrick	8,100	Wheeler	1,200
Franklin	4,800	Morrill	6,300	York	13,700

Source: Census Bureau

APPENDIX C

SURVEY OF NURSING SERVICE PERSONNEL NEEDS IN NEBRASKA HOSPITALS AND NURSING HOMES

Nebraska Nurses' Association

307 Baird Building • Omaha, Nebraska • 68102

To All Nebraska Hospitals and Nursing Homes:

Recent studies of nursing service personnel needs in Nebraska are being examined by a committee representing the Nebraska Nurses' Association and the Nebraska State League for Nursing. After careful consideration the group advised that additional and more current information would be required before sound recommendations could be made regarding the alleviation of state-wide needs in this area.

In order to expedite the acquisition of this up-to-date information, the Nebraska Hospital Association has permitted the re-use of a questionnaire utilized in a 1964 survey to determine the needs of Nebraska Hospitals and Nursing Homes for nursing personnel.

We earnestly solicit your cooperation in completing it to the best of your ability. This will serve a very useful purpose in determining current needs and those steps which would be most effective to meet them.

Please return the completed questionnaire to this office not later than August 18, 1967. A self-addressed stamped envelope is enclosed for your use.

Your prompt cooperation will be greatly appreciated.

Sincerely,

Lois B. Sullivan

(Mrs.) Lois B. Sullivan
Nurse Coordinator
Refresher Course Project

LBS/oa

enclosure

NEBRASKA NURSES' ASSOCIATION
SURVEY OF NURSING SERVICE PERSONNEL NEEDS
IN NEBRASKA HOSPITALS AND NURSING HOMES

I. IDENTIFICATION

Name of institution _____

Street Address _____

City _____

Zip Code _____ Number of beds (excluding bassinets) _____

Type of institution:*

Hospital ---------- ☐

Nursing Home ---------- ☐

Non-profit ---------- ☐

Proprietary ---------- ☐

Governmental (non-federal) ---------- ☐

Governmental (federal) ---------- ☐

II. NURSING SERVICE PERSONNEL INVENTORY AND POSITION VACANCIES

Please complete information on attached sheet.

III. FUTURE NEEDS

Beds:

Does your institution plan to open additional beds within 5 yrs?

Yes ☐

No ☐

If yes, when? Within 1 year ☐

1 - 2 years ☐

2 - 3 years ☐

3 - 5 years ☐

How many beds will you open? _____

III. NURSING SERVICE PERSONNEL INVENTORY AND POSITION VACANCIES

	Number of full-time employees 8/3/67	Number of part-time employees 8/3/67	Full-time equivalent of part-time employees (1)	Full-time position vacancies 8/3/67 based on current needs (2)
Director and Assistant Director of Nursing (300)				
Supervisors and Assistant Supervisors (320)				
Head Nurses and Assistant Head Nurses (324)				
Staff Nurses (general duty) (330)				
Licensed Practical Nurses (335)				
Technicians (340)				
Orderlies (345)				
Nurse Aides (350)				
Ward Clerks (015)				

(1) To obtain full-time equivalents of part-time employees, divide total hours worked by each category of part-time employees per week by 40 hours. For example: if 2 staff nurses worked a total of 60 hours, divide 60 by 40 which equals a full-time equivalent of 1½ nurses.

(2) Change part-time into full-time equivalent so that number listed reflects only full-time vacancies based on current needs.

III. FUTURE NEEDS, continued

Facilities:

Are any other changes planned such as additional facilities or service that will increase your need for the categories of nursing service personnel listed in Part II of this survey?

Yes ☐

No ☐

If yes, what changes? _____

_____

_____

_____

When? _____

Personnel:

How many of the following full-time personnel do you estimate you will need to staff these additional beds and/or facilities:

Registered Nurses _____ (330)

Licensed Practical Nurses _____ (335)

Technicians _____ (340)

Orderlies _____ (345)

Nurse Aides _____ (350)

Ward Clerks _____ (015)

Date: _____ By _____

Signature and title of chief administrative officer

APPENDIX D

NEBRASKA NURSES' ASSOCIATION
QUESTIONNAIRE
To Inactive Registered Nurses

I. PERSONAL DATA

Name _____
First Middle Last Maiden Name if Married

Address _____
Street and Number City State Zip Code

Marital Status (Circle One) M W D S Number of Children _____

Ages of Children _____

Birth Date _____

II. EDUCATIONAL DATA

School of Nursing Attended _____

Year Graduated _____

Diploma _____ Degree _____ Major _____

III. EMPLOYMENT STATUS

Are you presently employed? YES ____ NO ____

If NO how long have you been inactive? _____

List major work experience after graduation:

Position Held	Agency	Years

For what reason have you not been actively employed in Nursing?

1. Have a family _____
2. Health _____
3. Lack of recent nursing experience _____
4. Other _____

(cont'd)

NEBRASKA NURSES' ASSOCIATION QUESTIONNAIRE To Inactive Registered Nurses

IV. FUTURE PLANS AND NEEDS

If a refresher course for nurses were offered in your vicinity would you attend?

YES _____ NO _____

How many days a week would you be able to attend a course? (Circle One)

1 2 3 4 5 days per week

Which hours would be most convenient for you? Days ___ Evenings ___

Would you plan to return to work after you took the course? Yes __ No __

To what type of nursing would you be interested in returning?

1. Hospital Nursing _____
2. Nursing Home _____
3. Other _____

Would you be able to work: Full Time _____ Part Time _____

Days _____
Evenings _____
Nights _____
Rotating Shifts _____

COMMENTS:

_____

_____

_____

_____

PLEASE RETURN THIS QUESTIONNAIRE IN THE ENCLOSED ENVELOPE NOT LATER THAN MONDAY, SEPTEMBER 11, 1967.

THANK YOU.

APPENDIX E

GUIDELINES FOR NURSE REFRESHER COURSE

Nebraska Nurses' Association

GUIDELINES FOR NURSE REFRESHER COURSE

December, 1967

The following outline was prepared as a guideline to be used in the preparation of a nurse refresher course. The material suggested here would easily fill a six to eight week course. It contains material commonly needed and offered in refresher programs over the country. In a shorter course parts of the material could be selected or other items added.

Overview

In general the course attempts to review current health and nursing trends, review previously acquired skills and help the nurse gain new knowledge and skill in nursing care. It is designed to up-date the inactive nurse so that she will benefit from a hospital or health agency orientation program.

Schedule

It is suggested that 50% of any refresher course be spent in clinical practice and 50% in class study. Length of the course may vary.

Teaching Methods

Also, it is suggested that the course be presented with a variety of teaching methods--using films, charts, class discussion, demonstration and overhead projectors as some of the methods. Class participation is vital for effective learning. As much as possible theory should be correlated with practice.

Short planning sessions concerning the care of the assigned patients should precede each clinical practice period and the group should discuss the day's learning in guided discussion at the end of their practice day.

Evaluations

Weekly or more frequent evaluations can be done in a conference between the instructor and student and a final conference should be given also. Pre-tests may be used only as a guide to assess student's knowledge in a subject.

Objectives

UNIT I

a. To acquaint the nurse with trends and concepts of nursing service and nursing education.
b. To acquaint the nurse with trends in health care and technological advances in science, medicine and nursing.

UNIT II

a. To assist the nurse in resuming her proficiency in those skills which were inherent in her previous education or experience on the job.
b. To assist the nurse to gain awareness of newer concepts of nurse-patient interaction.
c. To acquaint the nurse with concepts of planning patient care.
d. To provide a realistic environment which will allow the refresher nurse to advance at a rate which will not exceed her abilities, but will help her to overcome any hesitancy in performing tasks that appear complex; progressing from simple to complex assignments.

UNIT III

a. To provide the nurse with understanding and skill needed for the care of patients presenting special nursing care needs.
b. To provide review of general concepts of the nursing care of medical-surgical patients and introduce new knowledge concerning this type of care.
c. To review concepts of rehabilitation.
d. To introduce the nurse to complications of the medical-surgical patients and their treatments.

UNIT IV

a. To provide review of diagnostic tests which the nurse may remember and introduction to the new ones.
b. To provide experience so that knowledge and skill will be gained in this area.

UNIT V

a. To assist the nurse in reviewing nursing care as performed by all members of the nursing team and to the leadership role of the professional nurse.

COURSE CONTENT	CLASSROOM ACTIVITY	CLINICAL PRACTICE
UNIT I - Introduction to Nursing (4 hours)		
A. General Information and briefing	Give students general information sheet; Cafeteria, Parking, Smoking, Uniform	
B. Overview of Course		
1. Purpose	Give students outline of course with topics, bibliography and expected activities and schedule.	
2. Objectives		
3. Course content		
4. Clinical experience	Orientation to the Library	
C. Sociological, Economic & Technical Advances affecting Nursing		
1. Economic--Blue Cross-Blue Shield	Statistics--aids from Blue Cross-Blue Shield	
2. Hospital Community		
3. Community Services		
4. Technical Advances		
5. Legislation affecting health care	Pamphlets on Medicare--from local Social Security Office	
Medicare	Give Booklet	
Medicaid	"The Hospital People"--	
Medical Assistance Programs	Blue Cross-Blue Shield	
Comprehensive Health Planning		
D. Changes in Hospitals Today		
1. Ancillary Services		
2. Increased Paramedical Services		
3. Automation and Mechanical Services		
4. Hospital Administration	Give each trainee organizational chart of typical hospital	

COURSE CONTENT	CLASSROOM ACTIVITY	CLINICAL PRACTICE
D. 5. Progressive Patient care		
6. Other facilities		
O.R.	Later have tour include observation in C.S.R., O.R.	
C.S.R.		
New designs		
Satellite hospitals	Suggested readings on new hospital design	
Specialized facilities		
Post anesthesia Recovery Room		
Psychiatric wings		
Educational function		
E. Present Patterns in Nursing Service		
1. Roles of various nursing personnel	Show typical organizational Plan of Nursing Department	
2. Utilization and management of non-professional nursing personnel	Show sketch of functional and team assignment patterns	
3. Changes in assignments of patients		
4. Part-time workers		
5. Transfer of non-nursing duties	Tour hospital--Go over things to observe--take tours--few things at a time. Discuss what they will watch for: 1. New personnel 2. Equipment 3. Kinds of patients 4. Atmosphere of staff	
6. Patients' changing role		
7. Changes in Doctor-Nurse Relationships		
F. Changing Patterns in Nursing Education	Show statistics in numbers in each Program	
1. Effect of social and educational advance in Nursing.	Copies of Position Paper	
2. ANA's Position Paper on Nursing Education		

COURSE CONTENT	CLASSROOM ACTIVITY	CLINICAL PRACTICE
F. 3. Patterns of Nursing Education 4. Financial aid for Nursing	League's Statement on Nursing Education	Orientation to assigned nursing unit
G. Professional Organizations	Show Organizational Charts of both organizations	
H. Social and Economic Trends Relating to Employment 1. Labor Relations 2. Legal Aspects	Give copies of NNA's new Employment Policies F Q & S Promotional materials relating to ANA's economic Security Program. Printed copies of Legal Aspect material to each nurse. Use case example for each area of legal involvement - Use lawyer to help discuss. Have Hospital Administrator talk concerning hospital rules.	
UNIT II - Review of Previously Acquired Skills A. Understanding Patient Behavior 1. Human Needs a. Physical--food water air elimination rest safety	Have students do skill inventory. Assess needs and interest of group in skills. Discussion of "Ideal" and "Undesirable" patient. Have student visit Unit and interview patient - Follow-up discussion. Identify interaction	Interview Patient in Unit

COURSE CONTENT	CLASSROOM ACTIVITY	CLINICAL PRACTICE
1. b. Psychological affection recognition security self- realization	Film "Mrs. Reynolds Needs a Nurse" or "Nurse-Patient Relationships" (Discuss Principles of Interaction shown in either film)	Introduce to concepts of "Nursing Care Plan" Let them practice in Classroom making plan. Help student plan care for each patient.
2. Principles of Interviewing	Give each nurse copy of "Let Your Light So Shine" published by Roche Laboratories. Have nurses discuss "feelings" in post-work conference.	
B. Patient Hygiene, Safety, Comfort		
1. Review of principles of comfort, safety and hygiene	Mouth Care kit Demonstrate difference in bathing procedures in classroom	Assignment to an intermediate care medical-surgical patient - morning care
2. Changes in procedure and equipment	Demonstrate new side rails, beds, equipment, etc. Demonstrate helping patient out of bed, into a chair, and assistance in walking. (Physical Therapists might help here)	Discuss needs and make plan of care
C. Major Changes in Dietary Service		
1. Nurse's Responsibility		
2. Today's food service	Dietician to lecture	
3. Food Groups	Use Dietary Charts	
4. Categories of Hospital Diets	Can obtain materials from National or Local Dairy Council.	
5. Therapeutic Diets	A.D.A. materials	

COURSE CONTENT	CLASSROOM ACTIVITY	CLINICAL PRACTICE
D. Vital Signs 1. Temperature 2. Apical and Radial Pulse 3. Blood Pressure Physiology 4. Venous Pressure 5. Craniotomy checks	Demonstrate new thermometer techniques and new care of thermometers. Practice with double stethoscope. Practice in Classroom.	
E. Charting Principles of Recording and Reporting Admission Notes Sign and Symptoms and Observations	ANA "Statement of Guiding Principles on Reporting and Recording." New chart forms Show samples of charting various aspects of care Review lists of abbreviations	Have student begin to chart
F. Interpreting and Implementing Medical Orders 1. Types of orders a. Standing b. Single c. Stat 2. Parts of the order a. Name of patient b. Date and time c. Name of Drug d. Dosage or concentration e. Time and frequency f. Route g. Doctor's signature	Take a sheet of medical orders on overhead Projector and go through this. Introduce to Kardex (not as part of nursing care plan) Demonstrate I/O Charting Give them sample of Doctors' orders and sample of Procedure for diagnostic tests. Let them figure out a schedule for patient which saves time and stress for patient.	Orient to P D R or Formulary on Unit Care of Patient with Foley Catheter

COURSE CONTENT	CLASSROOM ACTIVITY	CLINICAL PRACTICE
G. Controlling Infection 1. New sources of infection 2. Changes in methods of controls 3. Interdepartmental controls 4. Review of medical and surgical asepsis	Film - "Hospital Sepsis: a Communicable Disease" or "The Role of Nursing in Infection Control" Classroom Demonstration of gown and glove technique	Ask students to observe techniques on Nursing Unit Care of Patient in Isolation - observe new O.R. and Nursery and post-partum care technique. Handling of linen
H. Review and Study of Arithmetical Computations 1. Fractions 2. Decimals 3. Ratios and Percentages 4. Weights and Measures	Give "Pocket Book of Medical Tables" by Smith, Kline and French Give students Practice Problems to work in study periods	
I. Systems of Measurement 1. Apothecary 2. Metric and equivalents	Use Drug study cards	
J. Administration of Medications 1. Professionally accepted safety 2. Modes of administration a. Oral b. Subcutaneous c. Intramuscular d. Intravenous e. Installations Eye, Ear, Nose, Bladder	Give students outlines of safety factors. Use "Let Your Light So Shine" p.45. Use charts for new sites Demonstration of I/V Equipment Classroom Practice Film "Techniques of Parenteral Medications"	

COURSE CONTENT	CLASSROOM ACTIVITY	CLINICAL PRACTICE
J. 3. Fluid and Electrolyte Balance	Film from Baxter Drug Company Laboratories	
K. Groups of Drugs Commonly Used 1. Antibiotics 2. Antiocoagulants 3. Psychotherapeutic agents 4. Synthetic narcotics 5. Synthetic non-narcotics 6. Hormones 7. Antineoplastic or Carcenostatic Drugs a. Discuss: Action Dose Method of Adm.		
L. Special considerations 1. Regulating rate of I/V solution 2. Reminder about Drawing up Insulin	Practice with syringes	
M. Care of the Patient with Anoxia 1. Review of air exchange 2. Types of anoxia 3. Manifestations 4. Nursing Measures in care of patient with Dyspnea	Get chart, if possible, of Physiology of Respiration	

COURSE CONTENT	CLASSROOM ACTIVITY	CLINICAL PRACTICE
M. 5. Methods of administering O_2 a. Nasal catheter b. Mask c. Cannula d. Tent e. Croupette f. Incubator g. Bennett & Bird Respirators h. Aerosol treatments 6. Precautions during administering O_2	Demonstrate equipment; Practice	Care of patient with respiratory problems
UNIT III A. Nursing Management of the Medical-Surgical Patient 1. Reaction of Body to Injury and Disease a. Causes of Illness (1) Hereditary (2) Congenital (3) Trauma (4) Deficiency Diseases (5) Dietary Excesses (6) Hypoxia (7) Faulty H_2O and Electrolyte Reg. (8) Neoplasia (9) Infection (10) Idiopathic	Show charts of examples of body's reaction Only brief review of these reactions and defenses -- Smith & Gips, good source Give examples of each reaction	<u>Suggestions</u>: Care of patient with peptic ulcer Care of patient with leg ulcers

COURSE CONTENT	CLASSROOM ACTIVITY	CLINICAL PRACTICE
1. b. Body Defenses (1) Sources of body protection (2) Inflammation response (3) Body responses to infection (4) Shock	Pictures of shock patterns	
2. General Care of Surgical Patient a. Pre-operative Care (1) Psychological preparation - Measures to relieve apprehension (a) Clear explanation by surgeon (b) Explanation Pre-and-post-op care (c) Meeting spiritual needs (d) Reassurance of family (e) Pre-op medication (2) Physical Preparation (a) Tests and explanations	Discuss conversations they have had with patients or friends going to surgery. Recall their own experience	Assign to patient going to surgery for general operation; let refresher follow patient through recovery and back to room.

COURSE CONTENT	CLASSROOM ACTIVITY	CLINICAL PRACTICE
a. (2) (b) Skin preparation (c) Elimination (d) Food and Fluids (e) Permit for operation (f) Care of valuables (g) Personal hygiene assistance (h) Trip to surgery		
b. Post-operative Care (1) Immediate Post-op Care (a) Immediate Post-anesthesia care (b) Post-op complications 1) Airways, Suctioning, Positioning. 2) Parenteral fluids 3) State of consciousness 4) Vital signs 5) Oral fluids and diet 6) Other complications: Pneumonia, hiccups, distention, vomiting, retention, pain, etc. 7) Ambulation	Use Programmed Instruction on Pain - A.J.N.	Assign to Recovery Room for half day or more if possible

COURSE CONTENT	CLASSROOM ACTIVITY	CLINICAL PRACTICE
B. Care of the Patient with Stroke 1. Symptoms 2. Diagnosis 3. Medical Treatment 4. Surgical Treatment 5. Nursing care a. Family visits b. Return to consciousness c. Care of affected arm d. Social isolation e. Rehabilitation Principles	Film "Strike Back at Stroke" Use Heart Association materials on Stroke Physical Therapist demonstrate exercises Speech Therapist Film: "No Man Walks Alone"	Care of patients with C.V.A Teach review of observing neurological signs here or assign care of patient convalescing from brain surgery
C. Care of the Aging 1. Characteristics of Aging a. Anatomical b. Physical c. Psychological 2. Elderly Person who is ill	Field trip to Nursing Home A.J.N. "Bowel Hygiene of Aging Patients" - September, 1963 A.J.N. "Emotional Problems of Aging" - March, 1964 Shaeffer - chap. 2 Visit to modern Nursing Home	Care of elderly person who is ill
D. Care of the Patient with Cancer 1. Prevention and Control 2. Nursing care in Radiation a. General facts about radiation b. Radiotherapy and cancer (1) External (2) Internal (3) Sealed Internal (4) Unsealed Internal	Demonstration of tracheostomy care Demonstration of colostomy equipment. Give materials on cancer Use Smith & Gips as reference Film: "Self Breast Examination" Film: "After Mastectomy" Film: "Who, Me?" on smoking	Care of patient with colostomy patient teaching Care of patient with mastectomy Care of patient with radium implant Care of patient with cobalt therapy

COURSE CONTENT	CLASSROOM ACTIVITY	CLINICAL PRACTICE
D. 3. Drug therapy a. Chemotherapy 4. Care of the patient with uncontrollable cancer		
E. Nursing the Patient with Coronary Heart Disease 1. Prevention 2. Angina Pectoris 3. Acute myocardial infarction	Use of "Resuscianne" model Film "Myocardial Infarction: The Nurse's Role"	
4. General Nursing care a. First aid - cardiac arrest b. Observation of signs and symptoms c. Assisting with diagnostic tests d. Monitoring e. Drugs, coagulants f. Complications g. Prognosis h. Rehabilitation	"The Nurse in Emergency Cardiopulmonary Resuscitation" Observe Cardiac Arrest Chart Practice mouth-to-mouth resuscitation	Care of patient with heart disease Getting out of bed first time Getting anticoagulant medication Getting O_2 Teaching adjustment to illness Assign to nurse in intensive care Let observe care of patient on Monitor May assign to less severely ill patient in intensive care unit
F. Care of the Patient with Diabetes 1. Brief review of disease 2. Skin and mouth care 3. Insulin Therapy 4. Diet 5. Teaching the Patient	Practice with Insulin Syringe	Assign to diabetic patient - Have student plan for patient teaching regarding Insulin, Diet, etc.

COURSE CONTENT	CLASSROOM ACTIVITY	CLINICAL PRACTICE
F. 6. Complications - Ketosis, coma and hypoglycemic reaction, visual problems, vascular disturbances, neuropathy, nephropathy and infection	Use Eli Lilly's "Diabetes Diet Packet and Patient Instruction Guide" Also "Dyelmor Diet Demonstrator" as well as booklet "A Guide For Diabetes" Film: "Nursing Care of the Patient with Diabetes" or "What You Don't Know Can Hurt You"	
G. Care of the Orthopedic Patient 1. Body mechanics and positioning 2. Patients in traction a. Pelvic b. Cervical c. Russell's d. Buck's 3. Patient in a cast and Turning Fram a. Cast Care	Physical Therapist demonstrate Crutch walking - Types of gaits, Different types Demonstrate traction Demonstrate Stryker frame Ciroelectric bed	Care of the orthopedic patient
H. Care of the Patient with Cardiovascular and chest surgery 1. Post-operative measures when thoracic cavity is opened a. Interference with normal pressure	Demonstrate Gastric, Throat and Chest suctions Have charts drawn	Observations of patient with chest or heart surgery Assist nurse caring for patient with closed chest drainage

COURSE CONTENT	CLASSROOM ACTIVITY	CLINICAL PRACTICE
H. 1. b. Closed chest drainage with and without suction (1) Two bottle (2) Three bottle		
c. Coughing and deep breathing	Demonstrate coughing and deep breathing exercise	Assist Unit nurse with patient's coughing exercises after chest surgery
d. Narcotics		
e. O_2		
I. Care of the Patient with Urological Disorders		
1. Care of Bladder drainage	Demonstrate equipment used	Care of patient w/T.U.R.
2. Care of patient with renal failure	Field trip to see artificial kidney	
a. Peritoneal Dialysis		Care of patient with Nephrectomy
b. Use of artificial kidney	Doctor's lecture on Principles of nursing care in each method	
UNIT IV - Review of and Introduction to Diagnostic Tests		
A. Laboratory tests	Demonstrate equipment and procedure followed	
1. Blood		
2. Cerebral spinal fluid		
3. Cultures		
4. Feces		
5. Smears		Care of patient with Gastric surgery
6. Sputum		
7. Stomach contents	Practice on each other with levine tubes	Observe or practice inserting levine tubes
8. Urinalysis		
a. Midstream collection		

COURSE CONTENT	CLASSROOM ACTIVITY	CLINICAL PRACTICE
B. Radiological examination 1. G.I. Studies 2. Gall bladder studies 3. Urinary Tract a. I V P b. Retrograde c. Cystoscopic 4. Blood vessels 5. Heart studies (optional) 6. Soft tissue	Visit Radiology View Films Talk to patients Observe cardiac catheterization if possible	Accompany patient to Cobalt and X-ray
C. Tests using radioactive agents	Demonstrate special equipment	Assist with tests whenever possible
D. Endoscopy examinations 1. Bronchoscopy 2. Proctoscopy	Go over patients' charts for results and normals	
E. Biopsy		
F. Renal function tests		
G. Liver function tests		
H. Electroencephalography		
I. Respiratory function		
UNIT V - Leadership Role of the Professional Nurse		
A. Principles of Leadership	Use Thora Kron "Nursing Team Leadership"	Assign 2 R.N. students to a team as leaders for ½ day.
B. Communication	Role play a team conference	Have R.N. students responsible for one team conference.

COURSE CONTENT	CLASSROOM ACTIVITY	CLINICAL PRACTICE
UNIT V		
C. Making of assignments		
D. Supervision of the team	Stress difference between "work-centered" and "patient-centered" care	Let R.N. observe head nurse for ½ day or full day
E. The Nursing Care Conference		
	Evaluation of the Course	

APPENDIX F

REFRESHER COURSE TEA NOTICE

ALL

INACTIVE

PROFESSIONAL

NURSES - - - - -

ARE

INVITED

TO

"PLAN A NURSE REFRESHER COURSE

IN LINCOLN"

A Topic Which Will Be Discussed At A

PROGRAM AND TEA

2:00 P.M.

February 14, 1968

Bryan Memorial Hospital School of Nursing
5000 Sumner Street
Lincoln , Nebraska

R.S.V.P. by Monday, February 12, 1968
TO: 489-3922 - Monday thru Thursday, 4:00 - 8:00 P.M.
489-1891 - Friday P.M., and all day Saturday and Sunday

Sponsored By:

District III-
Nebraska Nurses' Association

and

The Lincoln Hospitals

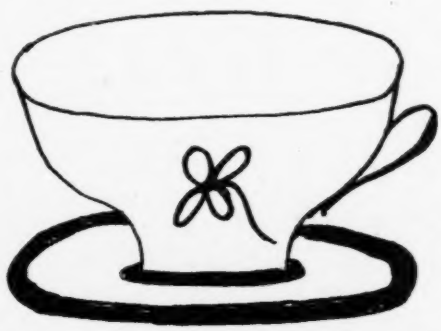
- - - - - -

BRING

ANOTHER

NURSE

WITH YOU !!



APPENDIX G

COURSE ANNOUNCEMENT LETTER

AND APPLICATION BLANK

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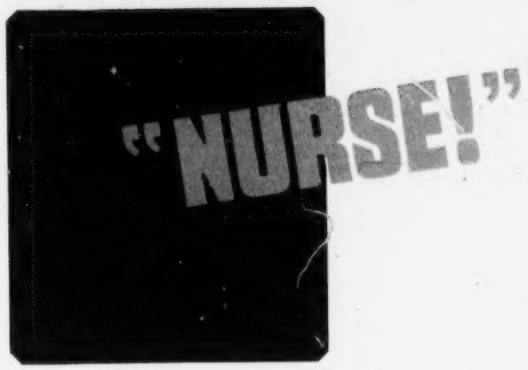

NATIONWIDE REFRESHER COURSES

a call to serve
for inactive nurses

Dear R. N.:

Plans for the anticipated nurse refresher course in Lincoln have now been finalized and classes will start November 16, 1967, at 9:00 a.m., in St. Elizabeth Hospital School of Nursing which is located at 2202 South 11th Street. The course will finish on December 14.

Classes will be held from 9:00 a.m. to 3:30 p.m., Monday through Thursday for four weeks. The exception is the first four days of the course when classes will be held Thursday and Friday, November 16 and 17, and Monday and Tuesday, November 20 and 21, to free the Thanksgiving holiday. Resuming on November 27th the regular schedule of Monday through Thursday will be followed until the end of the course.

Requirements for the course include a physical examination from your personal physician, registration fee of $25.00 and the purchase of a textbook. If possible bring your physical report to class the first day or as soon thereafter as you can. The textbook (cost - $8.00) may be purchased the first day of the course from your instructor. Although you will need one complete uniform you may come in street clothes the first day.

Since a class of 22 is anticipated it will be divided between Lincoln General and Bryan Memorial Hospitals for clinical practice. The entire group will attend classes together at St. Elizabeth Hospital School of Nursing. Approximately two days will be spent attending class, which will include observations, demonstrations, field trips, films and discussions. The other two days will be spent on the nursing unit with your instructor present. You will be given an outline of the course with space to make some notes, but we suggest that you bring a loose-leaf note book to keep your notes and other material organized.

Enclosed find a physical examination blank and a registration form. We would appreciate your prompt registration as we need to plan for a definite number of students.

coordinated by Nebraska Nurses Association
307 BAIRD BUILDING • 1704 DOUGLAS STREET • OMAHA, NEBRASKA 68102 • (402) 341-4195

Call Mrs. Betty Sieckman at 477-4431 or 466-6016, or Mrs. Mace at 432-5858 if you have any questions.

We hope to see you on the 16th for a most "refreshing" time!

Sincerely,

Lois B. Sullivan

(Mrs.) Lois B. Sullivan
Nurse Coordinator, NNA

LBS/oa

Enclosure

APPLICATION
FOR
NURSE REFRESHER TRAINING

Mr.
Mrs.
Miss_____ If Mrs. give Husband's First Name_____ If Mrs. give Maiden Name_____
(Given, middle, last)

Telephone number_____ Social Security No._____
Present address_____ Zip Code_____
Year born_____ Children_____ Ages_____
Single___ Engaged___ Married_____ (date) Separated_____ (date) Divorced_____ (date) Widowed_____ (date)
In emergency notify_____ Phone_____
Relationship_____

EDUCATION

High School_____
College or University_____
Post-Graduate Study_____
Other_____

PROFESSIONAL INFORMATION

School of Nursing from which you graduated:

Name_____ Date of Graduation_____
Location_____ No. of Beds_____

Type of Hospital: Special_____ General_____ Public_____ Other_____
Type of School: Diploma_____ Degree_____ Other_____
Nebraska License No._____

PROFESSIONAL EXPERIENCE

Positions held	Hospital	Location	Dates

Why did you leave your last position? _____

PROFESSIONAL REFERENCES (Give name, title, and address)

_____
_____

Are your home responsibilities such that you will be reliable in attendance if able to return to work?_____
Do you have any physical condition which might interfere with your practice of nursing?_____
What are your future work plans?_____
_____
_____

I HEREBY GRANT PERMISSION TO VERIFY INFORMATION GIVEN IN THIS APPLICATION.

Date_____ Signed_____

APPENDIX H

REFRESHER COURSE INSTRUCTOR QUESTIONNAIRE

NEBRASKA NURSES' ASSOCIATION
307 Baird Building
Omaha, Nebraska

REFRESHER COURSE INSTRUCTOR QUESTIONNAIRE

In order to evaluate the refresher courses that were held in Nebraska within the past two years, we would like to enlist your comments, as an instructor to the following questions. Your cooperation is certainly appreciated.

1. Do you feel that you were able to meet your course objectives? YES ____ NO ____

   If not, why not? _____

   _____

2. Which session(s) did you find most helpful to the students? _____

   _____

3. Which session(s) did you find the least helpful to the students? _____

   _____

4. Within the time that was available, was there any subject matter which you think should have been included and was not? _____

   _____

   _____

5. Check the various methods of teaching that you used--

   ____ Lecture
   ____ Demonstration
   ____ Laboratory teaching
   ____ Bedside Clinic
   ____ Panel and Symposium
   ____ Ward Conferences
   ____ Role Playing or Sociodrama
   ____ Case method
   ____ Other (specify) _____
   _____

6. Did the setting (in which your course was given) provide for adequate clinical teaching-learning experiences? YES ____ NO ____

   If not, explain _____

   _____

   _____

REFRESHER COURSE INSTRUCTOR QUESTIONNAIRE

7. Check which method(s) of clinical assignments you utilized:

____ Case Method

____ Functional Method

____ Team Nursing

8. Which instructional materials that you used did you find most helpful?

Books: _____

_____

Audio-visual aids: _____

_____

9. Which form(s) of student evaluation did you utilize? _____

_____

GENERAL COMMENTS:

_____

SIGNATURE

APPENDIX I

REFRESHER COURSE STUDENT QUESTIONNAIRE

NEBRASKA NURSES' ASSOCIATION

In order to complete our final project report on all R. N.'s completing the Refresher Courses, we would appreciate your cooperation in answering the following questions.

1. Are you employed? YES _____ NO _____

   If YES, answer questions 2 through 11 ** If NO, answer questions 11 through 13.

2. Employed: FULL TIME _____ PART TIME _____

3. Type of employment: Hospital _____ Other (specify) _____

4. Place of employment _____

   Clinical area _____

5. How long after completing the course did you return to work? _____

6. How long have you worked since taking the course _____

7. Did you receive proper orientation to your job? YES _____ NO _____

8. Has there been a change in your status (position or promotion) since first employment? YES _____ NO _____

9. What was the most difficult adaptation (if any) which you had to make upon return to active employment?

10. Number of employers since completion of course. _____
    If one, answer Question 10A. If two or more, answer Question 10B

    10A) How long have you remained in this position? _____
    10B) How long did you remain in each position held? _____
    _____

    What were your reasons for leaving previous positions? _____
    _____
    _____

11. Are you a member of any professional nursing organization? YES __ NO __

    If yes, name(s) of organization(s) _____

12. If still inactive, list reasons: Family or home responsibilities _____; Health _____; Age _____; Other employment _____; lack of job opportunities _____; Other (specify) _____

13. Do you plan to return to work? YES _____ NO _____

    If yes, please state when. _____

ADDRESS: _____

SIGNATURE